



Triplar Limited – Code of Conduct

Triplar Ltd are an UK incorporated Business with offices in both Northamptonshire & Prague. We specialise in providing bespoke and roll-out retail displays, shopfitting and commercial interior solutions throughout the UK, Europe & beyond. The Board of Triplar Ltd believes that its employees are its most important asset and that a happy, successful, and quality organisation is one in which our team and the world around us are the key priority. With these key foundations in place, we will always 'delight our customers'.

SAFETY:

It is recognised that the development of a health and safety culture, which is supportive and pro-active, is essential to achieve adequate control over risks. This culture will be achieved by the active participation of the Directors, Managers and Employees in a systematic dialogue to identify risks and eliminate or reduce them. Consequently, as part of its strategy, we must;

- a) Develop a culture which recognises the importance of Health, Safety, Well-Being, and the Environment to the success of its business and exercise its responsibilities in a manner that reflects this.
- b) Ensure that only the highest standards are achieved and adhered to in all our undertakings.
- c) Operate facilities in a manner that minimises risk to employees, the Environment, and the community at large. This includes home and remote working environments.
- d) Continually improve our performance in Health, Safety, Well-Being and the Environment through the participation, commitment, and support of all our employees.

EQUALITY:

Triplar knows that every person is unique but equal. Our workers are not subject to discrimination including hiring, compensation, promotion, or discipline, based on gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, social or ethnic origin, or other status protected by local law. All employees, regardless of gender, will receive equal pay for work of equal value.

Everyone has a right to compensation for a regular work week that is fair and provides discretionary income. All employees are paid on time every time and we provide other benefits beyond local legally mandated benefits including holidays and leave. Harassment and abuse are never tolerated at Triplar and we pride ourselves on our robust and employment practices which ensure fairness for all.

SUSTAINABLE:

Managing the environmental impact of our business forms an integral part of our strategy, helping to improve both operational performance and reducing potentially harmful emissions into the land, water, and air. To help achieve this, Triplar will always;

- Comply with all current energy legislation, seeking to meet or exceed legislative targets.
- Minimise waste, promote recycling and the use of recycled products to help reduce the burden of landfill and, therefore, methane generation.
- Promote environmental awareness and responsibility amongst partners, contractors, producers, and consumers.
- Seek to continuously improve environmental performance.
- Encourage partners, contractors, and producers to reduce their environmental impact.
- Expect partners and suppliers to have credible and measurable sustainability policies.

RESPECT:

To create the world in which we wish to live and work we treat the world around us, and the people in it, with respect at all times. This is core to the success of our business and is achieved by both internal and external focus on;

- Continually improving to meet the demands of tomorrow.
- Properly equipping every team member to carry out their role.
- Delivering our products and projects on time and to budget.
- Developing industry leading environmental and sustainability credentials.

We are committed to promoting dignity and respect in the workplace and expect all staff to adhere to the following:

- Treat colleagues, and service users, with dignity and respect;
- Be aware of the effect that own behaviour and activities can impact on others;
- Dress appropriately for workplace;
- Set a positive example to all colleagues;
- Consider language, attitudes and culture of colleagues, service users;
- Think before making personal comments to or about others; and
- Promote dignity, integrity and respect in the workplace.

We firmly believe that everyone should be treated with dignity and respect at work and encouraged to meet their full potential.

CONFLICTS OF INTEREST:

The relationship of Triplar Ltd and its employees is based on mutual trust. In general, therefore, an employee should refrain from allowing their personal and/or financial activities from coming into opposition with the interests and integrity of the company and thus placing it at a disadvantage.

Where this does happen is known as a conflict of interest. Conflicts of interest between an organisation and its employees can arise in many circumstances and it is not possible to provide a single definition. If, however, an employee is aware of a conflict of interest, they, as a matter of urgency, should raise the issue with their immediate manager so that corrective action may be taken before actual damage is done.

The responsibility for resolving any conflict of interest lies with the immediate manager — although it may later involve senior management.

We will attempt to resolve any conflicts of interest as fairly and as reasonably as possible. If no resolution can be found, the final action to be taken will rest with the Board. If a conflict of interest is deliberately concealed by an employee or if no solution to one can be found, we may invoke disciplinary action that could lead to the employee's dismissal.

Contacting Us

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