



James & Son Ltd

Company Policy For

Ethical Conduct

(January 2023)

Signed *Michael* (Director)

Date 04/01/23

3a SOPWITH CRESCENT,
WICKFORD BUSINESS PARK,
WICKFORD, ESSEX.
SS11 8YU

TEL; 01268 562116
EMAIL; enquiries@jamesandson.co.uk
WEB; www.jamesandson.co.uk





James & Son Ltd

James and son Ltd ensure:

- They comply with all statutory and regulatory requirements
- They comply with Human rights Act 1998
- They comply with Data Protection Act 1998
- They comply with Freedom of Information Act 2000
- They comply with our clients ethical and code of conduct policy
- They educate and train our employees to promote awareness and understanding of ethical issues.
- All employees understand their duties and obligations to each other to create an environment without harassment, victimisation and assault.
- All employees work under fair, safe and well-paid working conditions.
- A safe and hygienic working environment is provided for all employees.
- Adequate measures are undertaken to prevent accidents and injury to health
- Physical abuse, the threat of physical abuse, unusual punishments or other harassment is strictly prohibited.
- All employment is freely chosen
- All our staff are entitled to form or join a trade union.
- Child labour is not used
- Working hours are kept below the national law

Raising a Concern

James and Son aims to create the climate and opportunities for employees to voice genuinely held concerns about behaviour or decisions that they perceive to be unethical. Therefore, any employee who needs guidance or advice on business ethics issues is to speak to the Managing Director or seek advice from a legal advisor.