



**GONDOLIN**  
Land & Water

## Gondolin Land & Water Code of Business Conduct

Gondolin Land & Water is committed to operating at all times in an ethical manner, complying with relevant legislation and maintaining a zero-tolerance approach to unfair or illegal business practices. We are committed to meeting the requirements of the UK Bribery Act 2010, the UK Modern Slavery Act 2015 and to supporting and respecting the protection of internationally proclaimed human rights. We are committed to operating in a socially responsible manner, considering environmental, social and economic issues when carrying out our business.

In living our code we:

- Adopt a zero-tolerance approach to bribery and corruption. Our employees have received appropriate training on this issue and are aware of the escalation process they should follow if they have any concerns;
- Endeavour to maintain strong business relationships; we will treat everyone with whom we conduct business in a fair, transparent and respectful manner;
- Seek to always provide open and honest feedback on performance and to be open to feedback on our own performance from others;
- Continually train and develop our staff to ensure they are confident in the service they provide, operating at all times with the highest levels of professionalism;
- Respect competition and ensure that it is based upon the quality, value and integrity of the services being supplied;
- Endeavour to avoid conflicts of interest; if this is unavoidable, we will publish information on personal and corporate conflicts of interest where applicable;
- Aim to promote equality of opportunity in our supply chain and within all areas of our business;
- Seek to maintain a culture of inclusivity, where everyone is valued for their contribution, encouraged to be themselves and celebrated for their differences;
- Operate in an environmentally focused manner and seek to conduct our business with sustainability at the forefront of all business decisions;
- Are open and transparent about how we use personal and sensitive information, protecting confidentiality in adherence with all data protection law;
- Aspire to engage with our local community to support with local issues;
- Will continually review our policies and business practices to ensure that we are conducting our business in line with current and relevant legislation.

We take our code of business conduct seriously and as such, any breach of this policy may lead to dismissal or severance of business relationships. If you see or hear of anything that undermines our code of business conduct, we ask that you report this to a director immediately so that it may be addressed effectively.

**Zak Ritchie**  
Managing Director  
January 2023