

Code of Business Conduct & Ethics

K Dean Building Services Ltd

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Document Owner	Senior Management Team	Approved by	Company Director
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1. Purpose

This Code sets the minimum standards of conduct expected from directors, employees, operatives, subcontractors, consultants and suppliers representing K Dean Building Services Ltd.

2. Our Standards

- Act honestly, lawfully, fairly and professionally in all business dealings.
- Put health, safety and wellbeing first and stop work where there is serious risk.
- Treat colleagues, clients, occupants, residents and members of the public with dignity and respect.
- Protect confidential, commercially sensitive and personal information.
- Avoid conflicts of interest and disclose any actual or potential conflict promptly.
- Never offer, request, accept or facilitate a bribe, kickback or improper payment.
- Use Company property, systems and resources responsibly.
- Respect the environment, minimise waste and prevent pollution.
- Raise concerns where conduct may breach law, policy or client requirements.

3. Supply Chain Expectations

Suppliers and subcontractors are expected to maintain equivalent standards in relation to safety, quality, employment practices, modern slavery, anti-bribery, data security, environmental performance and professional conduct.

4. Reporting Concerns

Concerns should be raised with a line manager, Project Manager, Director or through the Company speak-up arrangements. Genuine concerns raised in good faith will be treated seriously and retaliation is not acceptable.

Reference Framework

This document is intended to support K Dean Building Services Ltd management arrangements and should be read alongside applicable legislation, client requirements, project-specific documentation and competent professional advice. Key references include:

- Bribery Act 2010 and Ministry of Justice guidance
- Equality Act 2010
- Health and Safety at Work etc. Act 1974
- Modern Slavery Act 2015

Director Approval

This document has been reviewed and approved on behalf of K Dean Building Services Ltd by the Company Director and will be reviewed at least annually, or sooner where legislation, company arrangements, client requirements or operational risks change.

This public controlled copy does not display a handwritten signature. Approval is recorded within the Company controlled-document system.

Approved on behalf of	K Dean Building Services Ltd
Approved by	Company Director
Approval date	16 August 2026