

EXECUTIVE CARS DERBY

Ethics Policy

Our ethics policy is made up of the following principles:

Integrity

Being straightforward, honest and truthful in all professional and business relationships.

Objectivity

Not allowing bias, conflict of interest or the influence of other people to override our professional judgement.

Professional competence and due care

An ongoing commitment to a high level of professional knowledge and skill.

Confidentiality

Not to disclose professional information unless we have specific permission or a legal or professional duty to do so.

Professional behaviour

To comply with all relevant laws and regulations.

The company's ethics policy does not stop there. Even where the law is permissive, the company chooses the course of highest integrity. local customs, traditions and cultures differ from place to place and this must be recognized but honesty is not subject to criticism in any culture. Shades of dishonesty simply invite demoralizing and reprehensible judgments. A well-founded reputation for scrupulous dealing is itself a priceless corporate asset.

The company cares how results are obtained, not just that they are obtained. Directors, officers and associates should deal fairly with each other and with the company's suppliers, customers, competitors and all other third parties.

The company expects compliance with its standard of integrity throughout the organization and will not tolerate behaviour which achieves results at the cost of violation of law or who deal unscrupulously. The company director and officers expect the support and will also support anyone who passes up an opportunity or advantage that would sacrifice ethical standards.

It is the company's policy that all transactions will be accurately reflected in its books and records. This of course means that falsification of books and records and the creation or maintenance of any off the record bank accounts are strictly prohibited. Officers are

expected to record all transactions accurately in the company's books and records and to be honest and forthcoming with the company internal and independent auditors.

The company expects candour at all levels and adherence to its policies and internal controls. Harm which results when information is concealed from higher management or the auditors is that associates think they are being given a signal that the companies policies and internal controls can be ignored when they are inconvenient. That can result in corruption and demoralization of an organization. The company's system of management will not work without honesty including honest bookkeeping, honest budget proposals and honest economic evaluation of projects and investments.

It is the company's policy to make full, fair, accurate, timely and understandable disclosure in reports and documents that the company files with Companies House, HMRC and other public communications. Officers are responsible for reporting material information known to them so that the information will be available to the senior executive responsible for making disclosure decisions.

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Executive Cars Derby Ltd

67 Boulton Lane

Alvaston

Derby

DE24 0FF