

	<b>Title: Business Ethics Policy (extract)</b>	<b>Number: 006</b>	
		<b>Function: General</b>	
<b>Version</b>	4.0 (01.12.17)	<b>Effective Date</b>	01 September 2016
<b>Responsibility</b>	 Olav Roeyset	<b>Author</b>	Martin Ross
<b>Approved</b>		<b>Review due</b>	31 May 2019

## 1. AIM

- 1.1. The Red Wing UK Ethics Policy has been developed to ensure that our business is conducted in accordance with strong ethical and legal principles and sets standards of professionalism and integrity for all employees and operations worldwide.
- 1.2. Red Wing UK will conduct all business with high ethical standards. We apply these standards to all dealings with staff, customers, suppliers and other stakeholders.
- 1.3. In summary
  - 1.3.1. All employees have the right to expect, and the responsibility to ensure that Red Wing UK's business is conducted with strong ethical and legal principles
  - 1.3.2. Our policy is to operate within applicable law
  - 1.3.3. Discrimination or harassment of any kind will not be tolerated
  - 1.3.4. As a matter of policy, we do not make political donations
  - 1.3.5. No bribes will be given or received
  - 1.3.6. Conflicts of interest will be avoided
  - 1.3.7. We aim to be a responsible partner in our local communities
  - 1.3.8. Staff are given encouragement and support in reporting, in confidence, any suspected wrongdoing.
  - 1.3.9. Our internal control process includes the review of appropriate ethical behaviour.

## 2. SCOPE

This policy will apply to all dealings with staff, customers, suppliers and other stakeholders

## 3. RESPONSIBILITY

- 3.1. The Managing Director is responsible for this policy
- 3.2. The senior management team is responsible for ensuring for compliance with legislation and communicating requirements appropriately to their staff
- 3.3. The Business Ethics Policy is supported by the entire Red Wing UK management team who will review it from time to time.

## 4. POLICY

***This is a summary of the more comprehensive contents of the full policy which can be viewed on request***