



Company Policies

R.F Gardiner Ltd t/a Gardiners
Cirencester Road
Chalford
Stroud
Gloucestershire
GL6 8PE

Systems & Compliance Director: **Kenton Hodges**

Controlled

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The Issue Status

This Company Policies document is the property of Gardiners. It is a controlled document and is approved for adequacy prior to issue by our Systems & Compliance Director - Kenton Hodges.

This document is reviewed and updated as necessary and re-approved prior to re-issue by our Managing Director - Chris Gardiner.

This document is available in both hard copy and electronically and made available to all staff to ensure that it is available at point of use.

Should there be any alterations to this document a copy of the obsolete document shall be archived for a period of at least one year and all other obsolete documents will be destroyed to prevent their unintended use.

The version status of this document is identified in the table below.

Revision Date	Version No.	Amendment (page No & detail)	*Authorised by:
30/09/10	v1	Original	Robert Gardiner
17/08/11	v2	Address Change, addition of Equal Opportunities and Corporate and Social Responsibility Policies	Robert Gardiner
24/09/12	v3	Review periods clarified within policies. Minor corrections	Robert Gardiner
07/03/14	v4	Review with no changes	Robert Gardiner
16/09/15	v5	Review, authorisation authority change	Chris Gardiner
26/09/16	v6	Review of Policies, addition of Anti-Bribery Policy (from Handbook) and New Modern Slavery Policy	Chris Gardiner
26/09/17	v7	Annex SL common language updates. Review with no changes.	Chris Gardiner
18/03/19	v8	Review with minor change to Anti-Bribery Statement	Chris Gardiner
12/02/20	v9	Review of Policies, addition of Child Labour Policy	Chris Gardiner
15/02/21	v10	Review of Policies, update Health and Safety references to BS ISO 45001	Chris Gardiner
15/02/22	v11	Review of Policies. Data Protection and Corporate Criminal Offences Policies incorporated	Chris Gardiner
15/02/23	v12	Review of Policies. Drugs and Alcohol Policy incorporated	Chris Gardiner
09/02/24	v13	Review of Policies, no changes.	Chris Gardiner
10/02/25	v14	Review of Policies, updated job titles only.	Chris Gardiner
10/07/25	v15	Updates to Drug and Alcohol Policy (only) including testing protocols (Nov 25 v16)	Chris Gardiner
12/02/26	v16	Review of Policies, no additional changes.	Chris Gardiner
* By signature of Policy Documents held by Systems & Compliance Director			

Introduction

This document contains Gardiners Company Policies.

Compliance with the requirements is mandatory for all employees and subcontractors.

Policies (and Objectives where appropriate) are included for the following Gardiners Management Systems:

- | | |
|---|--|
| • Quality | ISO 9001 |
| • Environment & Sustainability | ISO 14001 |
| • Health and Safety | ISO 45001 |
| • Equal Opportunities | Equality Act 2010 |
| • Corporate and Social Responsibility | Best practice, UK Laws & Bylaws |
| • Anti-Bribery Policy | UK Bribery Act 2010 |
| • Anti-Slavery, Child Labour and Human Trafficking Policy | Modern Slavery Act 2015
International Labour Organisation |
| • Data Protection | Data Protection Act 2018, GDPR |
| • Corporate Criminal Offences | Criminal Finance Act 2017 |
| • Drugs and Alcohol Policy | Best practice, UK Laws & Bylaws |

These Company Policies and Objectives may be issued to staff, clients, external providers and other interested parties from time to time.

The purpose of this document is to enable the issue of the Policies and Objectives independently of the full system documentation.

Individual Policies are also published on Gardiners public website
www.gardiners.uk.com

Quality Policy

Gardiners are committed to providing services and products which meet client's expectations in terms of quality and reliability and will ensure that adequate resources are available to sustain our planned business objectives.

It is the policy of the organisation to commit and maintain a Quality Management System designed to meet the requirements of BS EN ISO 9001:2015 in pursuit of its primary objectives.

The Company's Quality Manuals define our quality objectives and key procedures which include how we commit to provide adequate physical and skill resources.

Client service is an essential part of the quality process and to ensure this is fulfilled, all employees receive training to ensure awareness and understanding of quality and its impact upon client service.

Gardiners's Top Management ensures that the Quality Management System requirements are communicated and understood throughout the Company and by relevant interested parties.

Gardiners' Top Management are responsible for ensuring the continuing suitability of this Policy, our Objectives and the Quality Management System. To ensure our goal of continuous improvement is met, Top Management carry out regular monitoring and reviews.

The requirements of the organisation's Quality Management System are mandatory and all personnel have a responsibility and obligation to it.



Chris Gardiner
Managing Director

12th February 2026



Quality Objectives

Gardiners Quality Objectives set measurable targets and focus our commitment to our clients. Our overarching quality objectives are summarised below with further SMART objectives detailed within our Quality Management System:

- To maintain an effective Quality Management System complying with BS EN ISO 9001:2015.
- To achieve and maintain a level of quality which enhances the Company's reputation with clients.
- To support this strategy and to encourage further quality achievements, the Company's management is committed to maintaining a continuous and visible commitment to quality, investment in people and infrastructure, and the continuous monitoring and measuring of performance required to maintain standards.
- To evaluate our plans for growth while maintaining our focus on the quality of our services.
- We will conduct our business in an ethical and professional manner.
- We will endeavour to satisfy our clients' requirements and get things right first time. Should we make a mistake, we will admit it and put things right as soon as possible.
- Evaluate our external providers to ensure that they are delivering quality that is consistent with our requirements.
- We will analyse client feedback data, internal performance data, financial performance data and business performance data to ensure that our Quality Objectives are being met.
- To ensure that our policies and procedures are reviewed and updated where applicable to remain relevant to current business practice.
- To achieve these primary goals, our marketing strategy is to focus on a manageable number of closely related market segments, determining our clients' expectations, and matching our capabilities in service and product provision to meet these expectations.

The following are guidance as to achieving Quality management and our approach to quality:

Standards and methodologies for project management quality assurance will be defined after consultation with the client and/or their representatives prior to commencement of work.

- Working in partnership with client and utilising a consultative approach to ensure broad client support.
- Effective processes to support arrangements for good governance and accountability.
- Input from individuals with appropriate subject or technical expertise to ensure development of outputs that are fit for purpose.
- Standards for output quality which adhere to relevant building codes of practice and/or agreed samples/standards.

It is the desire of Gardiners to ensure that all works meet or exceed the required standards and only by the careful management of the works can this quality be achieved. Our Quality Objectives are subject to review at least annually to determine that they are adequate and relevant to our current business purpose.

12th February 2026



Head Office: Cirencester Road, Chalford, Stroud, Gloucestershire GL6 8PE

E: first.last@gardiners.uk.com

T: 01453 88 4848 F: 01453 88 2218

W: www.gardiners.uk.com

Gardiners is a trading term of R.F. Gardiner Limited, a company registered in England and Wales No. 03380790 – VAT reg.no. 302 3866 81

Environmental Policy and Objectives

Gardiners are committed to conduct its business with respect and care for the environment.

The Directors of Gardiners regard the promotion of environmental measures as a mutual objective for management, employees at all levels and those working for or on behalf of the company and are committed to providing the resources necessary to fully implement the Company's Environmental Policy which is designed to satisfy the requirements of the BS EN ISO 14001:2015 standard and operate environmental best practice throughout the company.

Our company will carry out its activities with consideration for the environment as part of the process to prevent pollution and minimise waste.

To meet the above requirements, Gardiners will:

- Hold all employees and contractors accountable for environmental performance of their areas of responsibility.
- Monitor our use of energy, transport and natural resources with a view to reducing our impact on the environment.
- Support process modifications and products that reduce pollution and waste and encourage recycling.
- Maintain sufficient documentation to demonstrate compliance with the environmental requirements.
- Work with our external providers to promote positive environmental actions in accordance with our stated objectives.
- Comply with all applicable environmental legislation and recognise other relevant requirements that may be placed upon us by our customers.
- Assess, in advance where possible, environmental impact resulting from business operations and the environmental effects of any significant development, and adjust the company plans accordingly.
- Ensure that all incidents and noncompliance situations are reported, recorded and route causes identified where environmental harm occurs or could have occurred and ensure that corrective actions are implemented.
- Demonstrate our commitment to continual improvement by setting targets and objectives for our services and Company activities and review these measures on a regular basis.
- Maintain an open communication environment, whereby, all employees can actively participate in the Environmental Management System. Managers and supervisors are encouraged to address employees' questions and concerns promptly and thoroughly.
- To communicate and provide the necessary information, instruction, supervision and training to enable all persons, affected by the Company's undertakings, to carry out their environmental duties.

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Gardiners

This policy will be made available to our employees, to those working for or on behalf of the Company and provided on request to any other interested parties.

This policy will be periodically reviewed in accordance with Company procedure. We also recognise that we have a responsibility to encourage our external providers, to assist us in achieving our environmental objectives by providing products and services that are in-line with best environmental practice.

Responsibility

Top Management has the overall responsibility for the implementation, review and continual improvement of the Environmental Management System.

The Environmental Policy is reviewed at least annually by Directors and staff representatives. The review incorporates the co-ordination, implementation, monitoring and continual improvement of the Environmental Review throughout the company.

The Environmental Policy and Action Plan will be communicated to all staff. Copies may be made available to customers on request.

Each employee is accountable for:

- Co-operating with the company to achieve safe, healthy and environmentally sound operations within our site and outside.
- Not interfering with, or misusing any device provided to meet our environmental obligations or policy.

The Company's Environmental Policy will play a key role in working toward sustainable development, because the health and well-being of our environment is crucial for providing us all with a good quality of life, both today and for the years to come.



Chris Gardiner
Managing Director

12th February 2026



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Health and Safety Statement of Intent

It is the policy of Gardiners to comply with the terms of the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999 and subsequent legislation and to provide and maintain a healthy and safe working environment.

The objective of Gardiners's health and safety policy is to minimize the number of instances of occupational accidents and illnesses and to achieve an accident-free workplace.

Gardiners commit to continual improvement of health and safety performance through the application of the Health and Safety system designed to meet the requirements of BS ISO 45001:2018.

All employees will be provided with such equipment, information, training and supervision as is necessary to implement the policy and achieve the stated objectives.

Gardiners recognize and accept their duty to protect the health and safety of all visitors to the company, including contractors and temporary workers, as well as any members of the public who might be affected by our operations.

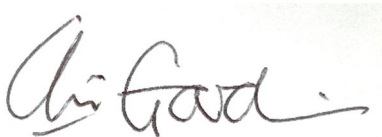
While the Top Management of Gardiners will do all that is within its powers to ensure the health and safety of its employees, it is recognised that health and safety at work is the responsibility of every individual associated with the company. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the wellbeing of any other person.

The Top Management of Gardiners will provide every employee with the training necessary to conduct his or her tasks safely. However, if an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job then it is the employee's duty to report this to their supervisor. An effective health and safety program requires continuous communication between workers at all levels.

All injuries, however small, sustained by a person at work must be reported to the immediate supervisor. Accident records are crucial to the effective monitoring and revision of the policy and must therefore be accurate and comprehensive.

Gardiners's Health and Safety Policy will be monitored and updated, particularly when changes in the scale and nature of our operations occur. The policy will be reviewed at least annually.

The specific arrangements for the implementation of this policy and the personnel responsible are documented within Gardiners's Health and Safety Management System and Gardiners Organisation and Responsibilities document.



Chris Gardiner
Managing Director

12th February 2026



Equal Opportunities

Equal Opportunities Statement

Gardiners Top Management is committed to building an organisation that makes full use of the talents, skills, experience, and different cultural perspectives available in a multi-ethnic and diverse society, and where people feel they are respected and valued, and can achieve their potential regardless of race, colour, nationality, national or ethnic origins, sexual orientation, gender, disability or age.

Gardiners will follow the recommendations of the Statutory Codes of Practice of both the Commission for Racial Equality and the Equal Opportunities Commission, and the Disability Rights Commission's Code of Practice in Employment and Occupation, in all their employment policies, procedures and practices.

Equal Opportunity Policy

The aims of this policy are to ensure that:

- No-one receives less favourable treatment, on grounds of race, colour, nationality, ethnic or national origins, gender, sexual orientation, religion or belief, disability or age; or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any other grounds, or victimised for taking action against any form of discrimination or harassment, or instructed or put under pressure to discriminate against, or harass, someone on the above grounds.
- The organisation is free of unwanted conduct that violates the dignity of workers or creates an intimidating, hostile, degrading, offensive, or humiliating environment.
- Opportunities for employment, training and promotion are equally open to male and female candidates, candidates from all racial groups, candidates with or without disabilities, and candidates of any age, and of any sexual orientation, religion or belief.
- Selection for employment, promotion, transfer, training, and access to benefits, facilities and services, will be fair and equitable, and based solely on merit.

This policy applies to all aspects of employment, from recruitment to dismissal and former workers's rights.

continued



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Gardiners

We will take the following steps to put the policy into practice and make sure that it is achieving its aims:

1. The policy will be a priority for the organisation.
2. Our Managing Director will be responsible for the day-to-day operation of the policy.
3. The policy will be communicated to all workers and job applicants and will be placed on the company's public website.
4. Workers and their representatives and trade unions will be consulted regularly about the policy, and about related action plans and strategies.
5. All workers will be trained on the policy, on their rights and responsibilities under the policy, and on how the policy will affect the way they carry out their duties. No-one will be in any doubt about what constitutes acceptable and unacceptable conduct in the organisation.
6. Managers and workers in key decision-making areas will be trained on the discriminatory effects that provisions, practices, requirements, conditions, and criteria can have on some groups, and the importance of being able to justify decisions to apply them.
7. Complaints about discrimination or harassment in the course of employment will be regarded seriously, and may result in disciplinary sanctions, and even dismissal. The complaints procedure is published within Gardiners Employee Handbook which is issued to all staff.
8. Opportunities for employment, promotion, transfer and training will be advertised widely, internally and externally, and all applicants will be welcomed, irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability or age, religion or belief.
9. All workers will be encouraged to develop their skills and qualifications, and to take advantage of promotion and development opportunities in the organisation.
10. Selection criteria will be entirely related to the job or training opportunity.
11. We will make reasonable changes to overcome physical and non-physical barriers that make it difficult for disabled employees to carry out their work, and for disabled customers to access our services.
12. We will take a flexible approach to working arrangements. We will consider requests for changes carefully and objectively and will accommodate them unless it would cause significant difficulties to the business or the employee.
13. Information on the ethnic and racial background, gender, disability, and age of each worker and applicant for employment, promotion and training will be collected and analysed, to monitor each stage of the recruitment process. The information will be held in strictest confidence and will only be used to promote equality of opportunity. Information about the religion/belief and sexual orientation of employees may also be monitored.

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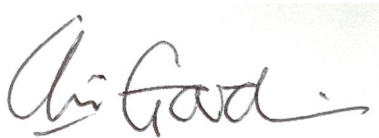
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14. Grievances, disciplinary action, performance assessment, and terminations of employment, for whatever reason, will also be monitored by gender, racial group, age, disability, religion/belief and sexual orientation.
15. Requirements, conditions, provisions, criteria, and practices will be reviewed regularly, in the light of the monitoring results, and revised if they are found to, or might, unlawfully discriminate on any of the above grounds.
16. All contracts between Gardiners and contractors to supply goods, materials or services will include a clause prohibiting unlawful discrimination or harassment by contractors and their staff, and by any sub-contractors and their staff. The clause will also encourage contractors and potential contractors to provide equality of opportunity in their employment practices.
17. The effectiveness of the policy will be monitored regularly. A report on progress will be produced each year, and published via the intranet, the staff newsletter, notice boards, and the annual report.
18. Customers and clients will be made aware of the policy, and of their right to fair and equal treatment, irrespective of race, colour, nationality, national or ethnic origins, sexual orientation, gender, religion/belief, disability or age.
19. The company will draw up an Action Plan detailing how this policy will be implemented in practice.

This policy has been endorsed by our Managing Director and has the full support of the Board of Directors.

This policy will be reviewed at least annually, following consultation with senior managers, workers and workers's representatives.

Overall responsibility for the effectiveness of the policy lies with our Managing Director.



Chris Gardiner
Managing Director

12th February 2026



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Corporate and Social Responsibility

Gardiners's corporate and social responsibility policy provides a common behavioural, ethical and legal framework for all our employees.

This means:

We obey the law and are committed to the highest standards of corporate governance.

We behave with honesty and integrity.

We have regard for the views of our stakeholders and strive to be a good corporate citizen.

We are committed to the safety and health of our employees, our external providers, our clients and the public who we interact with.

We value the rights and dignity of the individual and our words and actions demonstrate our belief in treating people with respect and fairness.

We value a diverse workforce.

We compete fairly and will not engage in corrupt practices.

We communicate in an open and timely manner.

We are committed to sustainable development and to achieving exemplary environmental performance.



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Managing Director

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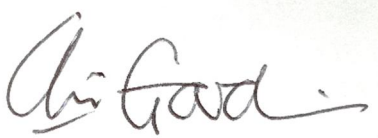
Anti-Bribery Policy

Bribery is a serious criminal offence and corrupt acts expose the Employer and its employees to the risk of prosecution, fines and imprisonment, as well as endangering the Company's reputation. R.F.Gardiner Limited are committed to the prohibition of such conduct. This is not just a cultural and moral commitment on the part of the organisation; it is a legal requirement.

The Company has a strict anti-bribery and corruption policy in line with the Bribery Act (2010). A bribe is defined as: giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

If you bribe (or attempt to bribe) another person, intending either to obtain or retain business for the company, or to obtain or retain an advantage in the conduct of the company's business this will be considered gross misconduct. Similarly accepting or allowing another person to accept a bribe will be considered gross misconduct. In these circumstances you will be subject to formal investigation under the Company's disciplinary procedures, and disciplinary action up to and including dismissal may be applied.

If you are found to have committed an act of Bribery, the authorities will also be notified.



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Anti-Slavery, Child Labour and Human Trafficking Policy

Modern Slavery and Human Trafficking

Gardiners is committed to building an organisation that respects equal opportunities, fair trading and social responsibility. It is the policy of Gardiners to comply with existing national and local laws and regulations including the Modern Slavery Act 2015 which relates to slavery, child labour, human trafficking, labour and immigration. We will ensure that there is no modern slavery within our own business and supply chains.

Gardiners provide maintenance and installation services within the United Kingdom and our supply chains may include materials and services procured from both inside and outside of the UK.

Gardiners will ensure that modern slavery is not present within our business or supply chains. To ensure compliance, we will:

- Conduct employment checks in accordance with UK Government standards to ensure that our employees are legally entitled to work in the UK.
- Commit to ensuring that our external providers also meet our standards and do not use slave labour or engage in human trafficking.
- Seek confirmation from external providers that our policy is met.
- Promptly and thoroughly investigate any claims or indications that an external provider is engaging in human trafficking or slave labour and reserve the right to exclude non-compliant external providers from our supply chain.
- Report violations of this policy to the relevant authority.
- Promote staff awareness of modern slavery throughout our organisation through training.

Child Labour

Gardiners is committed to eradicating child labour as set out by the International Labour Organisation (ILO). To support this, we will ensure that:

- Gardiners comply with the latest UK employment and health and safety laws regarding the employment of Children and young persons. This includes apprentices and work experience placements.
- Commit to ensuring that our external providers also meet our standards and do not use child labour.
- Seek confirmation from external providers that our policy is met.

continued



Gardiners

- Promptly and thoroughly investigate any claims or indications that an external provider is engaging in child labour and reserve the right to exclude non-compliant external providers from our supply chain.
- Report violations of this policy to the relevant authority.
- Promote staff awareness of child labour throughout our organisation through training

Our policies on modern slavery, child labour and human trafficking have been endorsed by our Managing Director and has the full support of the Board of Directors.

These policies will be reviewed at least annually, following consultation with senior managers, workers and workers's representatives.

Overall responsibility for the effectiveness of the policy lies with our Managing Director.



Chris Gardiner
Managing Director

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Data Protection Policy

Gardiners are committed to protecting the privacy and security of personal information. This means that we will comply with the relevant Data Protection Laws:

Data Protection Act 2018

The Data Protection (Charges and Information) Regulations 2018

GDPR (General Data Protection Regulation)

We will comply with the Data Protection Principles, which say that the personal information we hold about you must be:

- a) Used lawfully, fairly and in a transparent way.
- b) Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- c) Adequate, relevant to the purposes we have told you about and limited only to those purposes.
- d) Accurate and kept up to date.
- e) Kept only as long as necessary for the purposes we have told you about.
- f) Kept securely.

The Company has appointed a Data Controller who is responsible for deciding how we hold and use personal information.

We advise Employees, workers, contractors, clients and other interested parties of the information that is held using Privacy Notices which also detail the company's Data Protection Procedures and facilities. These notices are reviewed and updated as required.

We are registered with the Information Commissioner's Office (ICO).

Our Data Protection systems are reviewed annually for compliance and relevance.



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Corporate Criminal Offences Policy

Tax evasion is a serious criminal offence and corrupt acts expose the Employer and its employees to the risk of prosecution, fines and imprisonment, as well as endangering the Company's reputation. R.F.Gardiner Limited are committed to the prohibition of such conduct. This is not just a cultural and moral commitment on the part of the organisation; it is a legal requirement.

The Company has strict financial procedures in place to prevent corporate criminal offences in line with the Criminal Finance Act 2017.

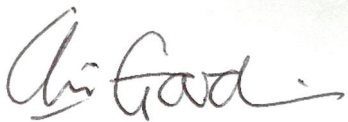
Gardiners follow the 6 guiding principles within the act to prevent the possibility of tax evasion by employees or those acting upon our behalf. This can also include the activities of our clients, suppliers, subcontractors and other organisations and individuals providing business services to Gardiners.

To prevent corporate criminal offences, Gardiners carry out the following actions based upon the Act's guiding principles:

- All relevant financial activities are Risk Assessed.
- Proportionate prevention procedures are implemented.
- Top Level Management is committed to this policy.
- Due diligence is operated in relation to financial related procedures.
- Communication and training are defined.
- Procedures and compliance are monitored and reviewed.

Gardiners's full policy and procedures are available for review on written application by interested parties. Briefly however the following resources and procedures are in place to prevent the occurrence of corporate criminal offences:

- Gardiners employ an in-house Finance Manager to monitor all financial activities, who is either ACA or CIMA qualified.
- Banking procedures are defined with entry and authorisation of payments limited to named approved individuals with Authenticator based 2FA security measures.
- HMRC monthly submissions are submitted online using approved reputable software solutions for payroll and company accounting.
- Key staff undergo Criminal Bureau checks for unspent convictions.
- Company accounts are subject to annual review by an approved third party.



Chris Gardiner
Managing Director

12th February 2026



Drugs and Alcohol Policy

Policy

The company is aware of its responsibilities to provide for the health and safety of its employees and visitors to its premises and to ensure that a safe working environment is maintained.

The term 'drugs' within this policy includes prescribed and non-prescribed medicines, legal and illegal recreational drugs.

This policy will apply to all employees, irrespective of their position within the company. To ensure the safety of the workplace the Company has a strict policy in relation to the consumption of alcohol or the taking of drugs at work which will be dealt with through the Company disciplinary process.

Employees are reminded that they have a duty of care and will be expected to report to their immediate manager any concerns that they may have in relation to incidents relating to drugs and alcohol abuse or where they suspect other employees of misuse or abuse.

No employee should attend work in a state where they are intoxicated or still under the influence of alcohol or drugs.

Alcohol Abuse Guidance

There is a strict prohibition of the consumption of alcohol on the company's premises or during periods when the employee is undertaking work for the company.

Drivers of company vehicles and operators of plant & machinery must not consume alcohol, either during their period of driving/operating or for a reasonable period prior to commencing driving/operating, to ensure that they are not intoxicated and incapable of driving in a safe and responsible manner.

No employee should attend work in a state where they are intoxicated or still under the influence of alcohol. Any breach of this guidance will be dealt with through the Company's disciplinary process and may (as this is a gross misconduct offence) lead to the summary termination of employment.

Alcohol will be allowed within moderation at company sponsored functions where employees have been formally notified that the drinking of moderate amounts of alcohol is to be permitted. This allowance does not affect any person who is driving a company vehicle and the guidance will still apply to those persons that they should not drive when they have consumed alcohol.

Drug Abuse Guidance

The possession, use or distribution of drugs for non-medical purposes on company premises is both illegal and strictly forbidden.

Where an employee has been prescribed medication by their medical practitioner which may affect their work ability, they should discuss the situation in the strictest confidence, with their immediate manager.

continued



Head Office: Cirencester Road, Chalford, Stroud, Gloucestershire GL6 8PE

E: first.last@gardiners.uk.com

T: 01453 88 4848 F: 01453 88 2218

W: www.gardiners.uk.com

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No employee should undertake work for the company whilst under the influence of any nonprescribed drug or other substance that may affect their ability to properly fulfil their duties. Any breach of this guidance will be dealt with through the Company's disciplinary process and may (as this is a gross misconduct offence) lead to the summary termination of employment.

No person should drive a company vehicle or operate plant and machinery where they are, or might be, under the influence of any non-prescribed drug or substance.

The company operates a random drug and alcohol testing program, the tests are carried out by trained and competent members of staff and the results recorded.

Although the testing is not mandatory, all employees working in a safety critical environment will be expected to undertake the tests and any refusal may lead to suspension, or termination, of employment.

If any member of staff fails the initial saliva test, another saliva sample will be taken immediately and sent to an independent laboratory for further testing and clarification. The employee will be sent home until the company has received the result of the second test, during this time the employee will receive full pay. Should this sample also then fail, this will be deemed gross misconduct and may lead to their dismissal without notice.

Drug and alcohol tests will also take place in the following circumstances:

Plant operatives involved in an incident or accident involving plant on site

Drivers where they have been involved in an incident or accident

If the member of staff fails the test, the procedure stated above will be enforced.

The company also reserves the right to search any employee, their vehicle or property (including any workplace lockers) if there are reasonable grounds to believe that this policy is being infringed.

If the company suspects that you have breached this guidance on drug abuse in any respect or that your work performance or conduct has been affected through such abuse, the disciplinary procedure will be invoked. Such breaches are deemed to be gross misconduct and may lead to the summary termination of your employment.

The company has a legal duty to notify the police where they believe that there has been a use of controlled drugs by its employees on company premises or in vehicles.

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Help available

The company recognises that personal situations may give rise to drink or drug problems. Employees are encouraged to seek help in the strictest of confidence if they have a problem that is alcohol or drug related. The company will seek to aid an employee in such circumstances.

The company may also offer help with the problem through a referral to a counselling service or aid the employee in being placed with such a facility.

The company will offer ongoing support during any recognised period of treatment which may include offering help with adjustments to the nature of the work undertaken by the employee. In these circumstances, any payment adjustment will be notified in writing to the employee prior to any adjustments.

However, where an employee refuses to follow that advice and treatment or continues to abuse the drug and alcohol policy, they will be subject to disciplinary action.



Chris Gardiner
Managing Director

12th February 2026



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