



Code of Conduct

It is important to remember that every time we step out wearing the company PPE or drive / be a passenger in a company vehicle we are representing the company. In this respect, it is important that we always display the best behaviours and levels of professionalism and encourage our colleagues to do the same.

As a business we have a strong code of ethics and we expect our workforce to adopt the same in their day to day activities. A copy of this code can be found in the knowledge centre on the company website: isslabour.co.uk/knowledge-centre



Our Code of Conduct expects our workers to adopt the following behaviour both in and out of the work-place

Safety - always demonstrate the safest working behaviours and challenge unsafe acts. Pay careful attention to all safety briefings and speak up if there is something you don't understand. Use the company close call reporting system to report close calls.

Accountable - work diligently and be willing to take responsibility for your own actions. Never except or condone an act of bribery

Commitment - work positively and always strive to achieve the highest standards of work

Collaborate - work together as one team and respect your colleagues and fellow workers

Engagement - provide feedback and be prepared to speak up if you witness unethical behaviours or have concerns in respect of modern slavery

Diversity - respect the diversity of our clients, your colleagues and our supply chain partners

Fair culture - support our approach to fair culture and be open and honest at all times

Health and well-being - support our health and well-being strategies and make the most of the resources available to you

Community - treat our neighbours and their property with respect, be mindful of the following:

- ▶ Never drop litter and keep worksites tidy at all times
- ▶ Keep noise to the minimum
- ▶ Direct artificial lighting away from adjacent properties
- ▶ Never urinate or defecate in public places
- ▶ Do not use offensive or abusive language
- ▶ Park in designated areas
- ▶ Switch off vehicle radios when approaching residential areas
- ▶ Do not over rev plant or vehicles



REMEMBER YOU ARE THE FACE OF ISS LABOUR!