



Asbestos Consultants Europe Ltd Impartiality and Independence (Conflict of Interest Policy)

It is the policy of ACE to achieve and maintain the highest standards in all aspects of its operations, maintaining a good reputation with its present and prospective customers. The company regards impartiality and independence as critical to our professional integrity and reputation in carrying out our accredited activities.

As such, the management of ACE is committed to

- Ensuring the impartiality of operations through regular reporting at management meetings
- Protect the confidentiality of all information obtained in the course of its accredited activities at all levels of the organisation, except as required by law, in accordance with our confidentiality policy
- Safeguard the organisation against financial and/or other pressures that might influence decisions
- Ensure, through appropriate procedures, assessment of competencies and continual professional development that accredited activities are conducted by competent personnel
- Abiding by our ethical policy

Internal audits, non-conformity reporting and management review actions will be used to identify, control, mitigate, correct and prevent any activities that threaten impartiality.

The management of ace commits itself to strict implementation of our impartiality policy.

ACE expects all its employees to maintain the highest standards in carrying out their business activities, adhering to legislative requirements and our policies on business conduct. ACE expects its employees to act professionally, honestly and ethically in all their dealings with its stakeholders. Members of staff must not use their office or employment for personal gain and should always act in good faith and in the interests of ACE and its customers.

ACE management will ensure:

- All employees are informed during their initial training with ACE of the requirements stipulated within this document which must always be strictly adhered to during their undertakings on behalf of the company
- Good professional practice during all aspects of testing and inspection while servicing its customers
- The high quality of all ACE activities, evaluations and recommendations
- The provision of safeguards within the organisation to ensure adequate segregation of responsibilities and accountabilities in the provision of its services.
- Promotion of the highest standards of behaviour
- Prevention, identification and action against corruption, fraud and irregularity
- All ACE employees act with the highest standards of integrity and probity in all undertakings of ACE and John F Hunt, and their customers
- Avoidance of conflicts of interest wherever possible
- Conflicts of interest, personal or corporate must always be disclosed.

Non-disclosure or breach of ACE policy and procedures may lead to disciplinary or other appropriate action against that person or persons.

Andy Routledge
Managing Director

A handwritten signature in blue ink, appearing to read 'Andy Routledge', is placed over the printed name and title.

Asbestos Consultants Europe Ltd
Signed electronically: 19.07.2019