



ETHICS POLICY STATEMENT

The Board of Directors understand that our ethics policy has been established to set standards and provide guidelines regarding the way Quinn London Limited should operate in Ethical matters. It is important to retain this set of core values and approaches to the process of doing business on a daily basis.

The Ethics policy focuses around nine key areas:

Employees

Every employee has an equal opportunity for personal recognition and career development, regardless of personal background or belief. No form of discrimination or harassment will be tolerated. An important part of this policy is recruiting, selecting, rewarding and promoting people who demonstrate entrepreneurial behaviour and show individual initiative in combination with a high degree of knowledge and experience of our products, markets and culture.

Customers

Everybody must play their part in providing quality and efficiency to customers. Quinn London Limited believes that integrity in dealings with customers is a prerequisite for a successful and sustained business relationship. Personal contact, helpful and responsive action are features of the service we provide to develop long term relations with our customers.

Suppliers

Quinn London Limited believes in supporting UK trade and therefore will only buy from preferred UK based manufacturing companies if possible. Quinn London Limited will aim to develop relationships with suppliers based on mutual trust and all dealings will be conducted in a professional manner at all times. We also undertake to pay our suppliers on time and according to agreed terms. All supplier relationships are assessed against our Quality standards.

Community

Quinn London Limited seeks to comply with all legislation affecting its operations. We will seek to serve and support the community in which it operates by providing services efficiently and profitably, and by providing good employment opportunities and conditions. We will consider the concerns of the wider community including both national and local interests. In particular, we will agree a chosen local charity each year and endeavour to raise money outside of business interests for this Charity.

The Environment

Quinn London Limited is concerned with the conservation of the environment in its broadest sense and recognises that certain resources are finite and must be used responsibly. We will work with others toward a consensus on environmental quality standards which are desirable and attainable, aim to improve all aspects of the business in respect of environmental issues, pay particular attention to environmental issues including the conservation of energy and natural resources, the control of noise levels, recycling of waste material and the utilisation of non-polluting technology. This is reflected in our emphasis to supply recycled promotional products as an option wherever possible.

Health & Safety

Quinn London Limited provides safe working conditions for all its employees and will do all that is reasonable and practicable to:

- Protect the health and safety of its employees and provide a safe working environment
- Implement working practices to prevent personal injury and damage to property
- Making all employees aware of hazards in our areas of responsibility and raise awareness of their responsibilities for the health and safety of themselves and others;

Social Responsibilities

Quinn London Limited is committed to and encourages collaboration with organisations that support Fair Trade and operate non-exploitative employment practices in their own businesses and supply chains throughout the world. It will conversely not invest in or do business with any organisation that:

- Manufactures or designs weapons, instruments of warfare or torture, or that derives significant revenue from weapons related products or services; or
- Manufactures tobacco products or derives significant revenue from tobacco related production;
- Promotes the use of child labour;

Conflict of Interest

This policy does not allow bribery or political or personal contributions and requires employees to seek to avoid conflicts of interest and to disclose and declare any that do exist. This includes any instances where an employee chooses personal gain over duties to Quinn London Ltd.

Information

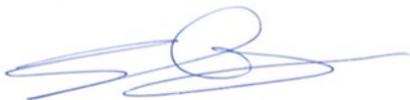
Quinn London Limited regards all information for the purpose of its business as a corporate asset which must be protected against loss of availability, infringement and improper disclosure. We seek to ensure as far as reasonably practicable, that this information is protected.

Records

Honesty, completeness and accuracy of records are vital. Records of transactions should be maintained in an accurate, complete, transparent and timely manner in accordance with accounting principles. No unrecorded funds or assets should be established or maintained.

Quinn London Limited believes that implementation of this ethical policy:

- Sets clear standards for employees.
- Makes good business sense.
- Protects the integrity and enhances our reputation
- Supports the principles of good corporate governance.



Seamus Quinn

Managing Director

Date: 30 September 2021