CODE OF CONDUCT & ETHICS POLICY

Code of Conduct for Boxmoor Construction Ltd

Introduction

Boxmoor Construction Ltd is the leading organization for Construction in the UK construction industry. By bringing together Clients, Main Contractors, Trade Associations

This Code of Business Ethics and Conduct sets out the overarching general principles of ethical standards and business behavior in the UK construction industry to which all Boxmoor Construction Ltd Contractor members commit.

Each Boxmoor Construction Ltd member shall endeavor to promote an understanding of and compliance with this Code's general principles of ethical standards and business behavior throughout their supply chains, including with their sub-Contractors.

The Code of Ethical Standards and Business Conduct

Boxmoor Construction Ltd members will conduct their businesses honestly and fairly at all times, complying with all applicable laws and Boxmoor Construction Ltd standards.

Bribery and Corruption

Boxmoor Construction Ltd members are committed to ensuring that their businesses operate with the utmost integrity and that they and their employees will not offer, promise or pay bribes to any person, or demand or agree to accept or receive bribes or otherwise breach applicable laws on bribery and corruption.

Competition

Boxmoor Construction Ltd members are committed to ensuring the highest standards of competition law compliance is achieved by complying in all of their business operations to the precept of fair competition and to insure that they do not take part in conduct which is anti-competitive.

Health, Safety and Welfare

Boxmoor Construction Ltd members are committed to work collectively, with clients and the supply chain, to improve the standard of health, safety and welfare throughout its activities. All Boxmoor Construction Ltd Contractor members are fully committed to the prevention of accidents, injuries and ill health to employees and others who may be affected by their work.

Environment

Boxmoor Construction Ltd members are committed to the protection of the environment in which they engage in and to continually improve the environmental performance of the construction sector in relation to the key issues facing Contractors: energy, waste, water, low carbon construction, community engagement, and materials.

Employment Practices

Boxmoor Construction Ltd members support the Construction Industry Joint Council (CIJC) in relation to all matters associated with the CIJC Working Rule Agreement for the Construction Industry as regards an employer's responsibilities to its employees for whom the CIJC Working Rule Agreement is recognized, including terms and conditions, and pay rates and allowances.

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Diversity of the workforce is a cornerstone of good business. Everyone, regardless of their colour, race, pregnancy and maternity, religion and belief, gender, gender reassignment marital and civil partnership status, sexual orientation, disability or age should and will be treated equally, with fairness, honesty, respect and dignity. All Boxmoor Construction Ltd members will respect the human rights of everyone working on their behalf.

Boxmoor Construction Ltd members will not tolerate or condone any form of discrimination whether based on so called 'blacklisting' or otherwise.

Pre-employment checks

Boxmoor Construction Ltd members support the core principles and good practice action points outlined in the Chartered Institute of Personnel and Development's guide for employers on pre- employment checks, to ensure that pre-employment checks on job applicants are conducted in a legal and ethical way and the laws on discrimination and data protection are respected.

Supporting our Supply chain and fair payment

Boxmoor Construction Ltd members are committed to working collaboratively with their supply chain to improve performance and productivity by reducing waste and cost, whilst ensuring certainty of payment and prompt payment to sub-Contractors.

Paul Dewick

Managing Director

8th January 2025