



COMPANY POLICY

Document ref: **SR-POL-08**

Issue date: **21 June 2019**

Review cycle: **Annual**

Ethical Code & Fair Trade Policy

1. Policy statement

Sunrise Rentals Ltd wants to be judged on the reliability of its plant, the competence of its operators and the fairness of its dealings. This code commits everyone in the business to honesty and integrity with customers, suppliers, employees and competitors alike.

2. Fair trading commitments

- Transparent pricing: hire rates, transport, fuel and operator charges are agreed up front — no hidden extras, no surprise invoices.
- Honest description: plant condition, specification, availability and operator qualifications are represented truthfully, in writing.
- Fair contracts: our terms are applied consistently, and we do not exploit imbalances of bargaining power against smaller customers or suppliers.
- Prompt payment: we pay suppliers and subcontractors on time and expect the same standard from those we trade with.
- Lawful competition: we win work on merit and take no part in price fixing, bid rigging or the misuse of competitors' confidential information.

3. Anti-bribery and integrity

Bribes, kickbacks and facilitation payments are prohibited in any form, given or received, in line with the Bribery Act 2010. Reasonable and proportionate hospitality is permitted; anything intended to improperly influence a decision is not. Gifts and hospitality above a modest value, and any potential conflict of interest, must be declared to the Director.

4. People and supply chain

We are committed to equal treatment of employees, operators and applicants regardless of any protected characteristic, and to eliminating modern slavery, human trafficking and exploitative labour from our business and supply chain, consistent with the Modern Slavery Act 2015. Suppliers of plant, transport, parts and labour are expected to meet these same standards as a condition of working with us.

5. Speaking up and review

Anyone — employee, supplier or customer — may raise a concern about a breach of this code directly with the Director, in confidence. No one will suffer detriment for a concern raised in good faith. The Director owns this code and reviews it at least annually.



William O'Grady

Director, Sunrise Rentals Ltd

Signed: **21 June 2019**

Reviewed: **Annually**