



## Superior Wellness Limited Business Ethics Policy

### Superior Wellness Limited Company Statement:

*Superior Wellness Limited requires and expects that each business units, the company directors and all of their employees, conduct business processes and perform their duties to the highest ethical standards and in compliance with all relevant legal principles.*

*This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers and all other stakeholders.*

### General Principles

Superior Wellness Limited and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions.

Superior Wellness Limited will conduct its business in a competent, fair, impartial, and efficient manner.

### Health and Safety

Superior Wellness Limited is committed to providing a safe and healthy working environment for all of its employees both on and off its sites.

There is a programme of regular health and safety audits and safety training.

The company applies its standards to all visitors to its sites.

### Superior Wellness LTD.

Company Registration No: 07617796

Registered address: Superior House, Broombank Park, Chesterfield,  
Derbyshire, S41 9RT

TEL: 01246 559071



## **Environment**

Superior Wellness Limited respects the environment and the need to protect it and minimise the impact its operations have on it. It is engaged in a continuous programme of improvement on environmental issues and opens itself to independent third-party verification, inspection, and certification of its progress.

## **Employees**

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin.

Employees are offered a safe and healthy workplace and Superior Wellness Limited will not tolerate any form of harassment.

## **Customers**

Superior Wellness Limited will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements.

It will seek to build long term partnerships with its customers with honesty and integrity in its dealings at all times.

It will respect the confidentiality of any information it may obtain in relation to its customers.

## **Suppliers**

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. The company's choice of suppliers will be made objectively.

Honesty and openness will be paramount in the Superior Wellness Limited's dealings with its suppliers.

## **Competitors**

Superior Wellness Limited will build its reputation on the basis of its performance alone.

It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

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### **Government, Regulators, and Legislators**

Superior Wellness Limited will seek to comply with all international, national, and local legislation affecting its operations.

It will strive to follow the best practice in corporate governance.

It will meet its tax obligations. It will not make any financial contributions or offer support to any political party.

### **Giving and Receiving Gifts and Entertainment**

Employees of Superior Wellness Limited will neither seek nor accept for themselves or others any gifts, favours, or entertainment without a legitimate purpose from any person or business organisation that does or seeks to do business with, or is a competitor of Superior Wellness Limited.

Gifts, favours, and entertainment may be given to others at the expense of the company as long as these are consistent with customary business practice and are not excessive in value.

### **Bribes and Corrupt Practice**

Superior Wellness Limited does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form.

Superior Wellness Limited has this clause included in all Contracts of Employment which examines in detail the procedures all employees must follow to avoid involvement in any situation which might lead to the offer of bribes.

Superior Wellness Limited makes it clear that any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.

Version 1.0 Written and created by Carol Claydon Head of Human Resources  
March 2021.

Version 2.0 reviewed and updated by Carol Claydon Head of Human  
Resources November 2021.

This policy is due for review November 2022, unless a further review is  
required.

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