

Spring Solutions Ethics & Corporate Social Responsibility Statement

Spring Solutions is committed to the promotion of operating within an ethical framework for all its spheres of Influence and within all its associated companies. To this end, Spring Solutions provides all its companies with an Ethics Policy and a discreet set of Codes of Practice which is designed to provide the framework that supports this policy.

The Ethics Policy has three main areas of concern;

Promotion of human rights

Environmental consideration

Working against corruption

Promotion of Human Rights

Spring Solutions promote the upholding of human rights in two spheres of influence.

(a) In the workplace:

by providing safe and healthy working conditions by the application of UK Law,

by guaranteeing freedom of association,

by ensuring non-discrimination in personnel practices by the application of UK Law,

by ensuring that we do not use directly or indirectly forced labour, child labour and uphold the requirements of the Modern Slavery Act in respect of our companies and within our supply chain, and

(b) In the community:

by preventing the forcible displacement of individuals, groups or communities,

by working to protect the economic livelihood of local communities, and

Environmental Consideration

Spring Solutions supports a precautionary approach to environmental challenges and applies a risk analysis protocol to any practices arising from aspects of our business that impact on the environment.

We strive to achieve sustainable development, economic prosperity, environmental quality and social equity as the main drivers to our bottom line.

Working against Corruption

Spring Solutions work against corruption in all its forms including extortion and bribery. The use of nominal gifts such as marketing materials is seen as an acceptable practice, however, the use of cash or items that could be considered as an inducement will neither be accepted by its employees nor offered to influence the choices of others in the companies favour.

Spring Solutions also recognises the solicitation to induce bribery or corruption is an unethical practice and must not be used within the sphere of influence of our company.