



Alumasc Roofing is and has always been committed to striving for the highest standard of business ethics.

Below are policy statements that set out our position on business ethics, bribery and corruption. These not only affect our own business activities, but also impacts on those who work for us, with us, as well as those for whom we work.

Alumasc Roofing expects that all business is conducted in compliance with high ethical standards and legal principles of business practice. We apply these standards to all dealings with employees, customers, suppliers and other stakeholders.

Our Business Ethics Policy sets standards of professionalism and integrity for all employees and operations:

- All employees have the right to expect, and the responsibility to ensure, that Alumasc Roofing business is conducted with high ethical standards and legal principles.
- Our policy is to operate within the applicable law.
- Discrimination or harassment of any kind will not be tolerated.
- No bribes shall be given or received.
- Conflicts of interest must be avoided.
- We aim to be a responsible partner within our local communities.
- Employees are encouraged and supported to report, in confidence, any suspected wrongdoing.

Clients and their Customers

We are committed to being honest and straightforward in our dealings with our clients and their customers and believe that integrity in dealings with them 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 relationships. Therefore, Alumasc Roofing will:

- Understand, meet and strive to exceed the needs of our clients and their customers.
- Demonstrate and share best practices within the industries in which it operates.
- Build for the long term and ensure that Alumasc Roofing maximises its brand identity.
- Respect the confidentiality of information that we might obtain and retain in relation to clients and their customers.
- Support the aims and objectives of current Building Regulations, Codes and Standards.
- Take all reasonable care to avoid untruths, concealment and overstatement in all advertising and other public communications.

Shareholders and other Investors

Alumasc Roofing is committed to maintaining the highest standards in our investor communications. By communicating with and listening to our parent company and its investors, we seek to forge long-term relationships based on mutual understanding and trust. Therefore, Alumasc Roofing will:

- Protect the interests of our parent company and treat all classes of investor fairly.
- Provide timely and truthful financial information in accordance with statutory requirements.
- Communicate its business principles, policies and achievements.



Employees

Alumasc Roofing is committed to high standards of employment practice and wishes to be recognised as a good employer. It is committed to communicating its strategy and objectives to employees and to keeping employees informed on the company's progress against the strategy and objectives. In addition, Alumasc Roofing will:

- Actively engage with employees through an open communication process.
- Recruit and develop the people and skills to succeed in tomorrow's market and provide a pro-active training and development programme for all employees.
- Maintain a framework of fair and just remuneration policies and structures that recognises the efforts of the individual in helping to create the success of Alumasc Building Products.
- Ensure that all employees comply with guidance issued by the company.
- Support employees in their own efforts in community work.
- Not tolerate any sexual, physical or mental harassment of its employees.

In addition, all employees will:

- Not use any information that they receive in the course of their business dealings for personal gain or any purpose except that for which it is given.
- Not give money or any gift of significant value to a client or their customer, nor may they accept any gift or service that could be construed as being intended as a bribe.
- Be alert to and report any fraudulent activities and maintain accurate company records to help prevent their occurrence.

Suppliers, Partners and Agents

Alumasc Roofing will aim to develop relationships with its suppliers; partners and agents based on mutual trust and shared values. Therefore:

- All employees will conduct business with suppliers, advisors and agents in a professional manner.
- Alumasc Roofing will pay its suppliers, partners and agents on time and according to agreed term.
- Alumasc Roofing will endeavour to source fair traded goods where possible, and avoid areas with poor human rights or oppressive regimes.
- As far as is practicable, we will engage with our business partners on matters relating to Corporate Responsibility.

Competitors

Alumasc Roofing will:

- Compete vigorously and in a lawful manner.
- Not seek to damage the reputation of competitors, either directly or by implication or innuendo.
- Avoid discussing proprietary or confidential information in any contact with competitors.
- Not attempt to acquire information regarding a competitor's business by unlawful means.

Government, Legislators and Regulators

Alumasc Roofing will:

- Seek to comply with all legislation affecting its operations.
- Not make any financial contribution to political parties.
- Not knowingly evade tax obligations.
- Seek to comply with the major guidelines on good corporate governance.



Community and Non-Government Organisations

Alumasc Roofing 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. Therefore, Alumasc Roofing will:

- Endeavour to make a positive contribution to the quality of life of the community and take into account the concerns of the wider community, including both national and local interests.
- Actively engage with the local community and recognise the importance of doing so in supporting the achievement of our business objectives.

This is not a complete list and any action, which is unlawful, dishonest and harmful to others or otherwise against the Alumasc Roofing principles and policies, will result in disciplinary action.

For and on behalf of Alumasc Roofing Limited

Gilbert Jackson
Divisional Managing Director - Executive Board
2nd January 2026

