

## Ethical Trading Policy

### Policy

At Meatex Ltd we believe that the reputation of our company is paramount. Shareholders, employees, customers, suppliers, competitors and the wider community place their trust and confidence in the products and services we offer. We must repay that trust and confidence by acting in accordance with the highest commercial standards.

To ensure we can maintain the highest of Ethical standards we have produced a set of core values, or an Ethics Policy, which we believe reflects our working standards.

We have made these Ethics a general range of actions and not specific, as we believe that they should apply equally to all our employees, regardless of their function in our business. Importantly they are a guide to our beliefs and not a code of conduct.

They are not part of a disciplinary process, but a breach of them may be considered in any disciplinary action that is taken.

We propose to monitor adherence to this Ethics Policy regularly and to investigate any breach thoroughly. Therefore, should any person inside or outside Meatex Ltd, suspect that a breach is taking place, they should immediately report the matter to Tony Vardy MD/ Owner at Meatex Ltd, so that the matter can be investigated and if necessary may be taken further.

Over several years, our employees have consistently shown their dedication, skill and quality in developing great business relationships with customers and our suppliers.

This Ethics Policy reflects what they have done in the past and should guide us on how we act in the future.

### Relations with Customers

We believe that integrity in dealings with our customers is a critical part for a successful and sustained business relationship. This principle governs all aspects of our relationship with our customers.

We will provide products and services giving good value and consistent quality, reliability and safety:

We will market products made to accredited independently validated national and international standards for Food Safety and Traceability or, in their absence, stringent safety tests and certificates of testing.

We will not give deliberately inadequate or misleading descriptions of products or services.

We will not knowingly sell products, that could harm our customers.

In all advertising and any other public communications, untruths, concealment and overstatement will be avoided.

We will provide a high standard of after-sales service, in our efforts to maintain customer satisfaction and co-operation.

No employee will give money or any gift of significant value to a customer. Nor will any gift or service be given which could be construed as being intended as a bribe.

We will maintain the confidentiality of customer information.

### Relations with Suppliers

We will work to develop good business relationships with our suppliers based on trust.

We will undertake to pay suppliers on time and according to agreed terms and conditions of trade.

The receipt of gifts or favours by employees can give rise to embarrassing situations and may be seen as an improper inducement to grant some concession in return to the donor.

The following principles should therefore be observed by our employees:

- gifts of money will never be accepted.
- gifts or favours will not be solicited
- reasonable small tokens and hospitality may be accepted, provided they do not place the recipient under any obligation, are not capable of being misconstrued and can be reciprocated at the same level.
- any offer of gifts or favours of unusual size or questionable purpose should be reported immediately to the employee's superior and to London.
- All information concerning the relationship between a supplier and Meatex Ltd will be respected as confidential.

### Relations with Competitors

The company will compete vigorously, but honestly.

The company will not damage the reputation of competitors either directly or by implication or innuendo.

In any contacts with competitors, employees will avoid discussing proprietary or confidential information.

The company will not attempt to acquire information regarding a competitor's business by disreputable means.

This includes industrial espionage, hiring competitors' employees to obtain confidential information, urging competitive personnel or customers to disclose confidential information, or any other approach which is not above board.

The company will not engage in restrictive trade practices or abuse any position of market dominance.

### **Relations with Employees and Bankers**

We will protect the interests of our Employees and our Bankers and will not do anything which could damage or threaten their interests and commitments in/to Meatex Ltd.

Our accounting statements will be true and timely.

We will communicate our business policies, achievements and prospects honestly.

### **Relations with the Government and Local Community**

We will seek to be a good corporate citizen. We will serve the community by providing goods and services efficiently and profitably, and by providing good employment opportunities and conditions.

We will consider the concerns of the wider community including both national and local interests.

### **Compliance and Verification**

The company's auditors may be asked to report on any practice they discover in the course of their work which appears to breach the company's code of business ethics.