

Ethical Business Policy

Introduction

Technicon Design delivers recruitment and design studio services worldwide. Necessarily, this means that we operate in a wide range of communities, with differing legal and ethical standards.

Technicon Design has made a commitment to consistently implement the highest standards in its business operations, wherever services take place.

Legal Compliance

The company's operations span international borders and cross into many legal jurisdictions.

Technicon maintains a detailed understanding of legal requirements as a key element of its services and is committed to ensuring full compliance with these laws and regulations.

All activities are to be completed in line with the letter and spirit of local and international legislation and with any UK legislation designed to regulate the conduct of UK companies abroad.

Prevention of Corrupt Practices

As a point of principle, Technicon Design is committed to neither offer, accept or acquiesce to any form of bribery or inducement payment. Procedures and financial record keeping disciplines are implemented to ensure that deviations from this policy will be readily detectable and subject to investigation, disciplinary action and / or reporting to the relevant authorities.

Confidential & Privileged Information

As a key supplier to support vehicle design projects, Technicon is often privy to information that is confidential or commercially sensitive in itself or by virtue of the company's early receipt of this information. This includes design detail but also potentially the existence of a project itself and we maintain an Information Security Management System to safeguard this. The company is also conscious of the need to prevent individuals securing an advantage from this information (including, but not limited to, trading based on the implications of advanced knowledge). As a principle of good business, the company will observe commercial confidentiality, refrain from unethical use of confidential information and ensure that its employees and partners do the same.

Human Rights and Workplace Standards

Wherever the company employs individuals or work is completed on its behalf, this shall be in line with basic workplace principles. All labour shall be through a free and equitable partnership, with the workforce able to earn a living wage in a safe workplace where they are free from discrimination. The company will not tolerate child labour or any unfair limitations on a workforce's freedom of assembly or organisation.

Health & Safety provision shall be in line with UK legislation and industry best practice, irrespective of whether local legislation requires this. Where local legislation contradicts, the higher standard shall be applied.

Community Impact Management

As part of its commitment to sustainable, environmentally responsible, business practice Technicon Design works to prevent negative impacts on the communities touched by its operations. This starts with a community impact element to applicable environmental impact assessments and environmental risk assessments. The company is committed to providing appropriate points of contact for communities to raise concerns and to taking an active and responsible approach to address issues raised.

Implementing Our Principles

These principles will be embedded in all applicable procedures or working practices that Technicon introduces. They will also be reflected in the decision making and operational prioritisation of the company's managers and staff. Where Technicon instructs other companies to act on its behalf, they shall not be used as a vehicle to subvert this policy. Wherever possible, Technicon Design shall attempt to require or inspire its suppliers, local agencies and sub-contractors to work to Technicon's values.

Technicon Design stands for reputable and honest business dealings in the course of everyday business which comply with the relevant rules and regulations. This standard is also expected of our business partners and suppliers, particularly where human rights, health and safety at work, environmental protection and combatting corruption and slavery are concerned. Technicon therefore expects its business partners, their employees and supply chain to act responsibly and to agree to comply with the requirements set out in this document.

Monitoring & Auditing

The values contained in this policy, and detailed procedures that embody them, shall be subject to regular ongoing monitoring and audit, as would any element of Technicon's management system. Where feedback or adverse occurrence investigation indicates that standards in operation have not conformed to these aspirations, action shall be taken to improve performance and prevent a recurrence of the issue observed.

Reporting

The company's performance in meeting the aspirations of this policy shall be reported to its senior management via the Management Review process, as an equal alongside quality, information security and health & safety performance. The company will use its publically available channels for reporting, particularly its public web site, to ensure that it provides accurate, meaningful and useful information to all stakeholders about its achievements in pursuit of this policy.