

# Ethical Policy

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## Introduction

Tiger Scaffolding Ltd. is committed to the highest standards of ethical conduct and integrity in its business activities in the UK and overseas. Every employee and individual acting on Tiger Scaffolding Ltd.'s behalf is responsible for maintaining Tiger Scaffolding Ltd.'s reputation and for conducting company business honestly and professionally.

This policy outlines Tiger Scaffolding Ltd.'s position on prohibiting and preventing bribery, fraud, dishonesty, and illegal activity. The Board of Directors and Senior Management take a zero-tolerance approach. They are committed to implementing effective measures to prevent, monitor and eliminate any form of dishonesty.

This policy applies to all employees of Tiger Scaffolding Ltd., and to temporary workers, consultants, contractors, acting for, or on behalf of, Tiger Scaffolding Ltd. within the UK and overseas. Every employee and associated person acting for, or on behalf of, Tiger Scaffolding Ltd. is responsible for maintaining the highest standards of business conduct. Any breach of this policy is likely to constitute a serious disciplinary, contractual and criminal matter for the individual concerned and may cause serious damage to the reputation and standing of Tiger Scaffolding Ltd.

In compliance with statutory legislations and to embed commitment to integrity and honesty Tiger Scaffolding Ltd. will not sanction the following: –

- 🐾 Give or offer any payment, gift, hospitality or other benefit in the expectation that a business advantage will be received, or to reward any business received.
- 🐾 Accept any offer from a third party that is known or suspected to be made with the expectation that Tiger Scaffolding Ltd. will provide a business advantage for their business or anyone else.
- 🐾 Give or offer any payment to a Government official in any country to facilitate or speed up a routine or necessary procedure.
- 🐾 Tangible assets and intangible assets such as computer systems, bespoke processes, software, intellectual property, trade secrets and confidential

information shall not be used for unauthorised or unlawful purposes or for personal gain.

- 🐾 Engage in any business practice which is unethical or amounts to unfair competition.
- 🐾 Unlawfully or inadvertently acquire, use or disclose to any third party any proprietary information or intellectual property of another party.
- 🐾 Engage in any activity or business practice whether unilaterally or in conjunction with any other party which is in breach of any applicable competition and/or anti-trust law in the relevant jurisdiction.
- 🐾 Unlawfully induce any party to breach a contract with any third party.
- 🐾 Make false statements about a competitor's products and/or services.

The success of Tiger Scaffolding Ltd.'s measures depends on all employees, and those acting for Tiger Scaffolding Ltd., playing their part in helping to detect and eradicate dishonesty.

Therefore, all employees and others acting for, or on behalf of, Tiger Scaffolding Ltd. are encouraged to report any suspected dishonesty in accordance with the procedures.

Tiger Scaffolding Ltd. will support any individuals who make such a report, provided that it is made in good faith.

Signed.....  
Callum Fowler  
Director  
28th November 2025