

Introduction

Worldwide International Ltd T/A Publiship is committed to conducting our business with the highest standards of integrity, transparency and ethical responsibility. This Ethics Policy serves as a foundation to guiding the behaviours of all employees, stakeholders and partners ensuring that our decisions and actions reflect our core values.

Code of Conduct

All employees must uphold the highest standards of honesty, integrity and professionalism in all interactions related to the business. Upholding professional behaviour includes treating colleagues, clients, and stakeholders with respect and courtesy.

Compliance

All employees must adhere to relevant UK laws and regulations governing the business sector. The company will regularly review and update policies to ensure ongoing compliance.

Conflicts of Interest

Employees are required to disclose any situation where personal interests could conflict with the company's interests. The company will assess and manage conflicts to maintain transparency and fairness.

Anti-Bribery and Corruption

The company strictly prohibits any form of bribery, corruption, or unethical influence. Employees must be aware of and comply with the UK Bribery Act and related regulations.

Equal Opportunities

The company promotes a work environment free from discrimination, providing equal opportunities for all employees. Recruitment, promotions, and other employment practices are based on merit and qualifications.

Data Protection and Privacy

The company ensures the lawful and ethical handling of personal data in accordance with the GDPR. Employees are trained to protect sensitive information and respect individuals' privacy rights.

Environmental Responsibility

Worldwide International Ltd T/A Publiship commits to reducing its environmental impact by implementing sustainable practices. Efforts include waste reduction, energy efficiency, and responsible sourcing of materials.

Whistleblower Protection

The company encourages employees to report any unethical behaviour or violations of company policies. Whistleblowers will be protected from retaliation, and a confidential reporting mechanism will be established.

Gifts and Hospitality

Employees must exercise discretion in giving or receiving gifts and hospitality to prevent conflicts of interest.

Guidelines will be provided to ensure transparency and fairness in such situations.

Supplier Relations

Worldwide International Ltd T/A Publiship expects suppliers and partners to maintain ethical standards consistent with the company's values.

The company will assess and select suppliers based not only on cost-effectiveness but also on ethical business practices.

Acknowledgment:

All employees are required to acknowledge receipt and understanding of this policy.

Worldwide International Ltd T/A Publiship is committed to conducting business ethically and with integrity.

This policy will be reviewed annually or sooner if required due to changes in legislation or business needs. Any amendments will be communicated to employees in a timely manner.

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