

ETHICAL BUSINESS POLICY

JRL Solutions Ltd is **committed** to meeting its responsibilities in business for its own staff, its associates, the staff of other organisations and others who may be affected by its operations. JRL Solutions Ltd believes high standards of business ethics is **central to business success**. Our business plan reflects our high standards. In meeting its responsibilities JRL Solutions Ltd is guided by **spiritual** principles and **complies** with all appropriate statutory legislation, approved codes of practice and guidance; all appropriate international legislation and directives and its duty of care enshrined within common law.

JRL Solutions Ltd has the following **principles**:-

- To serve those who work with us and our clients wholeheartedly in all that we do.
- To strive for excellence in our work and to place quality at the top of our agenda.
- To be of value to our clients and improve their business success.
- To achieve our targets and meet schedules.
- To maintain a vision for the company and to achieve that vision.
- To work ethically with all those who work with us and our clients.

JRL Solutions Ltd **believes** that working ethically includes high standards in:-

- Leadership and management.
- Financial propriety, accountancy and stewardship.
- Customer relationships
- Equality of opportunity.
- Sales and marketing.
- Our products and services.
- The governance of intellectual property.
- The application of knowledge and skills.
- The use of technology.

JRL Solutions Ltd maintains an **organisational** structure which promotes the highest standards of business ethics. JRL Solutions Ltd has suitable **arrangements** in place to meet all of its avowed principles and beliefs.

Signed:

Name: Eur Ing JRE Leigh BSc(Hon), CEng, CMIOSH, MIIRSM, FIMMM, MIET

Position: Managing Director

Dated: 4th October 2009