

CODE OF ETHICS

The NDT Global Services Ltd code of ethics and professional conduct that's sets out the core values and expectations, followed by several pages of specific rules and guidelines for employees to follow when representing the company.

NDT Global Services Ltd expects its staff (including temporary, agency, interim, contractor, subcontractor or consultant staff) to be scrupulously impartial and honest in all affairs relating to the Company and their job within it. All staff also bare a responsibility as employees to act as ambassadors for the Company in terms of their general conduct both within and outside the organisation. This policy outlines the responsibilities of staff working for the Company.

The duties of an employee are embodied in Common Law and built on by Statute e.g. the Equality Act 2010, The Health and Safety at work Act, The Prevention of Corruption Acts 1906 and 1916 etc. Under Common Law the duties of an employee are as follows:

- to be ready and willing to work;
- to not offer their services personally: for example must not subcontract the work for which they are employed;
- to take reasonable care in the exercise of that service, including the duty to be competent at work and to take care of the Company's property and that of the clients;
- to not wilfully disrupt the Company's business;
- to obey reasonable orders as to the time, place, nature and method of service;
- to only use the Company name in the Company's time;
- to ensue commitment to good professional practice in the servicing of customers';
- to ensure the protection of customers' confidential information;
- to respect the Company's trade secrets and that of the clients;
- in general, to be of good faith and do nothing to destroy the trust and confidence of the employees, other members of staff and customers;
- to account for all benefits, monetary or in kind received in the course of employment;
- to not give or receive bribes or otherwise act corruptly;
- to indemnify the employer for loss caused by the employee;
- to have a zero-tolerance approach to modern slavery in our organisation and our supply chains.

Signature:  _____
Name: Michael Walker

Date: 22/02/2018 _____
Position: Director

Signature:  _____
Name: Simon Walker

Date: 22/02/2018 _____
Position: Director

1.0 STANDARD OF CONDUCT REQUIRED BY THE COMPANY

1.1 General Conduct

Employees should at all times conduct themselves in such a way as to enhance the reputation of the Company. NDT Global Service Ltd will support employees who become aware of and are willing to report breaches of this policy or who genuinely believe that a breach is occurring, has occurred or is likely to occur within the business. Employees should raise the issue internally with their manager or supervisor or in accordance with the Company's Policy on disclosing information.

1.2 Honest and trustworthy

Honesty is an essential component of trust. Without trust NDT Global Services believes that an organization cannot function effectively. All employees are expected to act with honesty and integrity in all areas of the working environment, preserving trust internally within the company and maintaining client trust and confidence. Avoid conflicts of interest and meet accepted standards of personal and professional conduct. Respond honestly, openly and politely to complaints and criticism and ensure all work carried out is done to the heights possible calibre.

1.3 Confidentiality

At all times confidentiality must be maintained. No information can be released to unauthorised persons or organisations. The Chief Executive or other Senior Managers of the Company will inform employees of those authorised to receive information.

If doubt exists as to the validity of an organisation or individuals to receive information, this must be checked with a Senior Manager.

1.4 Bribery and Other Corrupt Behaviour

The Company has a strict anti-bribery and corruption policy in line with the Bribery Act (2010). A bribe is defined as: giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

If an employee bribes (or attempts to bribe) another person, intending either to obtain or retain business for the company, or to obtain or retain an advantage in the conduct of the company's business this will be considered gross misconduct. Similarly accepting or allowing another person to accept a bribe will be considered gross misconduct. In these circumstances the employee will be subject to formal investigation under the Company's disciplinary procedures, and disciplinary action up to and including dismissal may be applied.

1.5 Transaction of Private Business

Employees having official dealings with contractors and other suppliers of goods or services must avoid transacting any kind of private business with them by any means

other than the Company's normal commercial channels. No favour or preferences as regards price, or otherwise, which is not generally available, should be sought or accepted.

1.6 Gifts and Hospitality

In addition to the duties placed on employees by Civil and Statute Law. The Company requires its employees to ensure that gifts and hospitality offered by suppliers and potential suppliers of goods and services to the Company are declined. This applies whether the gifts or hospitality are offered within, or outside normal working hours. The only exceptions to this are trivial gifts with a nominal value of less than £10 such as a calendar, diary, chocolates or mugs etc. can be accepted. All other gifts must be politely refused or, if received through the post, returned to the donor with a suitably worded letter signed by the Department Manager.

1.7 Visits to Conferences, Demonstrations etc.

The Company intends that when it is necessary for employees to visit conferences, demonstrations and similar occasions, it should bear the travelling and subsistence expenses itself. Exceptions to this general rule will only be permitted with the approval of the Chief Executive.

1.8 Political and civic activities

It is not the intention of NDT Global Services Ltd, or this policy, to dissuade employees from participating actively in public duties. It is important, however, that by doing so there is no suggestion to a third party that the employee is acting on behalf of, or with the support of, NDT Global Services Ltd. To avoid any misunderstanding, no Company employee should permit his or her company affiliation to be noted in any outside organisation's materials or activities without the express written approval of a member of senior management.

1.9 Drug & Alcohol Policy

Controlled drugs will not be taken by any NDT Global Services Ltd employee at any time.

It is a condition of employment that staff agree to submit to sobriety testing when reasonably requested to ensure this regulation is strictly adhered to. If prescribed drugs are required to be taken which may impair driving or work then medical advice must be sought. It is an offence to drive under the influence of drugs. Any person believed under the influence of a controlled substance will be removed from duty immediately.

Alcohol:

Alcohol will not be consumed whilst on duty. Also alcohol will not be consumed prior to duty if there is any risk whatsoever of that contravening the Road Traffic Act which states it is an offence to be in charge of a motor vehicle whilst under the influence of alcohol. This instruction is non-negotiable. Any employee believed under the influence of alcohol will be removed from duty immediately.

1.10 Modern slavery policy

We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our stakeholder, suppliers and contractors hold similar ethos.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

As part of our ongoing risk based approach risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our ethics policy. Individuals or organisations breaching this policy will be deemed to be in breach of contract and investigations shall be undertaken.

1.11 Closing

These standards of conduct are intended to underpin and clarify standards required by the Company of its employees and form a fundamental part of the employment contract. Staff who fail to comply with the guidance detailed in this Policy could be subject, following full investigation, to disciplinary action up to and including dismissal. If through their actions or omissions staff are found to be in contravention of either this Policy or, indeed, their legal responsibilities, then the Company reserves the right to take legal action if it deems it to be necessary to do so. United Kingdom Statute places further responsibilities on individual employees in regards to their own behaviour and their behaviour towards other employees.