

1. BUSINESS PRINCIPLES AND CODE OF ETHICS

Signbox recognises its corporate and social responsibilities to its shareholders, customers, suppliers and employees and is committed to conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social, and environmental impacts of our activities. We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards.

2. EMPLOYEES

Signbox provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

3. HEALTH AND SAFETY

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions.

We aim to achieve continuous improvement in health & safety performance. Signbox holds a number of industry recognised health and safety related accreditations, which we are committed to maintain.

4. ENVIRONMENT

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental management practices.

We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation within all business activities.

5. CUSTOMERS

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate.

We aim to ensure that our customers receive the level of service and quality of product they have come to expect from Signbox.

6. SUPPLIERS

We regard suppliers as our partners and work with them to achieve our aspirations in the quality and delivery of products and services.

Signbox is committed to working with its suppliers to ensure that the principals of environmental sustainability are upheld, wherever possible.

7. TRANSPORT

Signbox accepts that vehicles are responsible for significant emissions to the atmosphere and by investing in electric vehicles, we can benefit the environment, the health of our people and the general public.

Our policy is to minimise distance travelled when visiting sites and wherever possible, encourage our teams to use public transport.

8. COMMUNITY

We endeavour to contribute to our local community, through supporting local businesses, community/business initiatives and charities.