

Code of Conduct Policy

This Code of Conduct outlines the standards of behaviour expected by all employees, contractors, suppliers, and representatives working with or on behalf of SFTS-HV. It reflects our commitment to ethical conduct, safety, environmental responsibility, and professional integrity in all areas of our high-voltage services and operations.

This policy applies to all individuals engaged with SFTS-HV, including direct employees, subcontractors, agency staff, and third-party service providers. All parties are expected to always adhere to this Code, whether on site, on client premises, or representing the company in any capacity.

CORE PRINCIPLES

INTEGRITY AND PROFESSIONALISM

We expect everyone working with SFTS-HV to act honestly, transparently, and professionally. Bribery, corruption, fraud, or any form of dishonesty will not be tolerated. Decisions must always be made in the best interest of our clients, the public, and the environment.

HEALTH, SAFETY AND WELLBEING

The safety of people is our top priority. Everyone must work in accordance with our Health & Safety policies, method statements, and site-specific risk assessments. Unsafe behaviour, neglecting PPE, or failing to report hazards will be treated seriously.

RESPECT AND INCLUSION

We are committed to creating a respectful and inclusive working environment. Discrimination, harassment, bullying, or any form of disrespectful conduct is strictly prohibited. We value diversity and expect all individuals to treat others with dignity and fairness.

ENVIRONMENTAL RESPONSIBILITY

All staff must take reasonable steps to reduce waste, prevent pollution, and use resources responsibly. We support circular economic principles and are working towards ISO 14001 to embed environmental controls into our processes. Everyone must comply with environmental procedures on site.

CONFIDENTIALITY AND DATA PROTECTION

Employees and contractors must not disclose confidential or commercially sensitive information to unauthorised people. Personal data must be handled in accordance with data protection regulations and our company's privacy procedures.

CONFLICTS OF INTEREST

Any potential conflicts of interest must be declared as soon as they arise. This includes personal relationships, financial interests, or outside work that could compromise professional judgement or SFTS-HV's reputation.

COMPLIANCE WITH LAWS AND STANDARDS

All staff must comply with applicable UK laws, industry regulations, client requirements, and any relevant licences or permits. This includes adhering to electrical safety standards and environmental legislation applicable to high-voltage installations.

RESPONSIBILITIES

Management will lead by example, promote awareness of the Code, and ensure it is reviewed regularly. Employees and contractors must familiarise themselves with this Code and always follow it. Subcontractors and suppliers are expected to operate in line with the principles of this Code as part of their agreement with us.

BREACH OF THE CODE

Failure to follow this Code may result in disciplinary action, removal from site, or termination of contract. Breaches may also be reported to relevant authorities if they involve legal or regulatory violations.

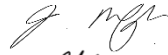
REPORTING CONCERNS

Anyone who witnesses or suspects a breach of this Code is encouraged to raise it with their line manager or a senior member of the SFTS-HV team. We will treat all concerns seriously and, where possible, confidentially.

CONTINUOUS IMPROVEMENT

This Code will be reviewed annually or as part of our management system audits to ensure it remains relevant and aligned with our values and industry expectations.

Approved By : Joe McFall - SAP/Director



John Clift - SAP/Director



Date Approved : 07/01/2026

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