

CODE OF CONDUCT



Our reputation is based on conducting business with integrity and in compliance with the laws that govern our business. Our Code of Conduct underpins the way in which we manage staff and our relationships with business partners as well as other stakeholders. The Code applies to everyone in our business and we encourage our business partners to adopt the same approach.

CORE VALUES

As a Volvo partner we stand by the values of Quality, Safety and Environmental care. Complementing these are...

01 RESULTS

- We strive to deliver results
- We are passionate, committed and determined
- We deliver on our promises

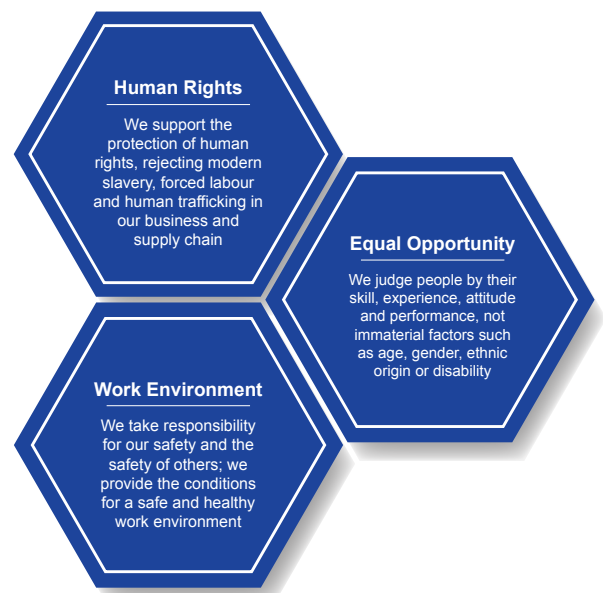
02 RESPECT

- We respect and trust each other
- We value the knowledge and talents of our staff
- We accept ethnic, cultural and lifestyle diversity

YOUR RESPONSIBILITIES

- Understand what is expected of you
- Demonstrate the content and spirit of this document in the way you work
- Report any concerns to a member of the Executive Group

HUMAN RIGHTS & WORKPLACE PRACTICES



BUSINESS PRINCIPLES

RELATIONS WITH BUSINESS PARTNERS

We do not offer inducements which may contravene the law or go beyond reasonable and accepted business practice.

ENVIRONMENTAL CARE

We act responsibly and take precautions to protect our environment.

CONFLICTS OF INTEREST

We conduct ourselves in ways that do not conflict or appear to conflict with company interests. We report any potential conflicts to managers.

POLITICAL INVOLVEMENT

We have no political interests and maintain neutrality towards political parties.

LEGAL COMPLIANCE

We abide by the laws of the United Kingdom and our own standards and policies.

ACCOUNTING AND REPORTING

We report financial transactions in accordance with accepted accounting practices and our records are independently audited.

CONFIDENTIALITY

We safeguard business and personal information when it is entrusted to us.

QUALITY

We are committed to continuous improvement, striving to meet the needs and expectations of our customers, stakeholders and staff.