

Smartwatch Solutions provides Static Guard, Mobile Patrol, Alarm Response and Keyholding, Virtual Guard, CCTV and Access Systems & Services to a wide range of Organisations.

## **Purpose**

The purpose of this ethical policy is to aid the establishment of an open and trusting culture within the Company and all employees are expected to support one another at all times. The Company is committed to protecting individuals involved with the Company from illegal or damaging actions, and so will address any such issues proactively and ethically. The Company does not permit unethical or inappropriate actions at anytime. This policy is non-contractual in its effect and does not form part of normal terms and conditions of employment, unless otherwise stated in your contract of employment.

This policy is intended to emphasise the employee's and the customer's expectations to be treated to fair business practices. Please use this policy, which applies to all persons affiliated with the Company, as a guide for ethical and business conduct.

### **1. Commitment**

Directors and Managers must set a prime example for what is good business practice. Directors and Manager must display integrity, as honesty is key at Smartwatch Solutions Ltd.

Directors and Managers have an open door policy for employees to feel welcome and be able to express their suggestions and concerns within the work force.

All employees must be treated fairly and must show respect towards each other, as this promotes a positive team environment. Employees must always act ethically during their working hours and towards their fellow colleagues and any clients of the Company. Employees must disclose any conflict of interests regarding their position at Smartwatch.

### **2. The Company**

The Company does not tolerate any employee behaving unethically and will act appropriately in the event an employee is found to have done so. Please be aware any employee found to be acting unethically may be subject to disciplinary action.

Employees are encouraged to request feedback from the Company, which will be honest and fair.

The Company has an established committee to ensure an ethical code is delivered to employees, if you have any concerns regarding ethical behaviour please speak to your Line Manager or a member of the committee.

Signed:

Position: Managing Director



Name: Neil Jones

Date: 30/07/2025