

Global Inkjet Systems – Business Code of Ethics

Overview

Global Inkjet Systems (GIS) has always aimed to be an ethical employer and business partner. We believe in acting in a socially responsible way, with honesty and integrity, and are committed to the principle of sustainability.

This external document, aimed at suppliers, customers, and partners, provides a summary of how we apply this ethical policy. Underpinning this code are detailed policies on individual subjects, which are communicated to GIS employees through the Company Staff Handbook.

Obeying the Law

The Company and all our employees are expected to comply with UK laws and applicable regulations, and those of other countries when travelling or based outside of the UK.

Our People

We aim to provide a working culture in which employees thrive.

We recruit, employ and promote employees solely based on their ability to fulfil the requirements of the role. We treat everyone fairly irrespective of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

We aim to maintain a working environment where there is mutual trust and respect, where everyone is accountable for their actions and where all members of staff feel responsible for the performance, reputation and the future of our company.

We allow our people to choose freely whether to organize or join trade unions or other associations for the purpose of collective bargaining.

We provide our employees with a safe and healthy working environment and are continually looking to improve it. We ensure our employees are trained to undertake any task required of them safely, provide appropriate safety equipment to both employees and visitors, and have procedures both for the monitoring of safety and to allow employees to raise safety concerns without fear of criticism or retribution.

We do not use recruitment agencies who charge candidates recruitment fees or who otherwise engage in dubious practices.

We comply with all applicable laws, rules and legal regulations prohibiting slavery and human trafficking and expect our supply chain to do the same.

Relationships

We aim to conduct our business dealings with trust, treating customers and suppliers alike with honesty and integrity. We respect the legitimate interests of all those with whom we have relationships.

Intellectual Property and Data Protection

We aim to protect our Intellectual Property (IP) and respect the IP of others. In our business dealings we expect our customers, partners and suppliers to respect our IP. We handle confidential information with care, protecting documents and information that have been entrusted to us by others as agreed. Sensitive data is not forwarded to third parties and is protected against unauthorized access by third parties. Where required, customer, partner or supplier information that has been entrusted to us can be shared internally only with employees and managers with a specific need to know this information, however this will only be so controlled if requested by the originator of the information.

We comply with the General Data Protection Regulations (GDPR) in the storage and handling of personal data.

Integrity

We comply with the UK Bribery Act 2010. No employee may offer, give or receive any gift, payment or entertainment which is, or may reasonably be construed as being, a bribe.

We strictly comply with all applicable competition, antitrust and trade practice laws, rules and regulations dealing with monopolies, unfair competition and restraints of trade.

We comply with statutory provisions on the improper use of insider information. We refrain from any action that may lead to unlawful price manipulation.

All GIS employees must avoid personal activities and financial interests that could conflict, or be perceived to conflict, with their responsibilities to the Company. Employees must not seek gain for themselves or others through misuse of their positions.

Charity and Community Involvement

We actively support charity and community related activity, particularly where it involves the local community.

The Environment

Digital printing is inherently an environmentally positive development, and by enabling and promoting the wider adoption of digital printing GIS believes it is contributing significantly to a more sustainable future for all. Alongside this, we are committed to the principle of sustainability in our own activities and aim to make continuous improvements to our environmental impact through ongoing reduction in material and energy usage, and in recycling of waste products wherever possible. We avoid activities that have a significant negative impact on our neighbours and the community around us. We comply with applicable laws and regulations on environmental protection.

Ethics and Suppliers

GIS expects our suppliers and partners to share our values and does not work with suppliers or partners that we know, or suspect behave in a manner that is inconsistent with the above.