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## **Business Behaviour and Practices Policy Statement**

Airis Energy Solutions UK is committed to carrying out its business activities in a fair, open and honest manner in all dealings with clients, suppliers, sub-contractors and its own staff. It is also committed to complying with all legislative and regulatory requirements that impinge on its business activities.

We will communicate fully and openly with customers regarding progress and the cost of work undertaken. We will provide accurate and honest guidance and advice to customers.

We will strive to develop positive relationships with our suppliers to ensure both parties understand each other's problems and requirements. We will not use current or potential contracts to coerce suppliers into unsustainable offers.

We will treat our staff fairly in all aspects of their employment, valuing their contribution to the achievement of Company Objectives and providing them with opportunities for training and development where appropriate to both parties' needs.

We will not tolerate any dishonest or illegal activities. We will investigate all instances of suspected fraud, theft or malpractice and will always instigate prosecution proceedings or disciplinary action where these suspicions are shown to be valid.

We will communicate this policy to all staff and provide additional awareness training to those staff who are directly involved in the interface with clients, customers, suppliers, or sub-contractors to enable them to avoid potential pitfalls and identify possible cases of fraud, theft or malpractice.

Damien Fryer  
Managing Director  
Airis Energy Solutions

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