

SkipsAndBins.com Ltd.

ETHICS POLICY



Issued: 05/01/2026

General Principles

SkipsAndBins.com Ltd and its employees will demonstrate integrity, truthfulness, and honesty at all times in order to uphold personal and corporate reputations, and to inspire confidence and trust in their respective actions. SkipsAndBins.com Ltd will conduct its business in a competent, fair, impartial, and efficient manner.

Health and Safety

SkipsAndBins.com Ltd is committed to providing safe and healthy working environments for all employees both on and off site. Regular health and safety audits and safety training take place to ensure ethical safety practices both on and off site. The company applies its standards to all visitors.

Environment

SkipsAndBins.com Ltd respects the environment and understands the need to protect and minimise the impact its operations have on it. The Company is engaged in a continuous programme of improvement on environmental issues and opens itself to independent third-party verification, inspection, and certification of its progress.

Employees

All employees are treated with dignity and respect; discrimination due to race, religion, gender, sexual orientation, pregnancy status, marital status, family status, disability, age, or national origin will not be tolerated. Employees are offered a safe and healthy workplace and the company will not tolerate any form of harassment.

Customers

SkipsAndBins.com Ltd take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. The Company seek to build long term partnerships with its customers by being honest and straightforward at all times. It will respect the confidentiality of any information it may obtain in relation to its customers.

Suppliers

The Company's choice of suppliers will be made objectively. Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. Honesty and openness will be paramount in the company's dealings with its suppliers.

Competitors

SkipsAndBins.com Ltd builds its reputation on the basis of its performance alone. The Company competes vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

Government, Regulators, and Legislators

The Company will seek to comply with all international, national, and local legislation affecting its operations. It will strive to follow the best practice in corporate governance. It will meet its tax obligations.

Bribes and Corrupt Practice

SkipsAndBins.com Ltd does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. Any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.

Signed:

Print Name:

W.S. Hawthorne

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05/01/2026

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