



Industrial
Trading
Solutions

The Business Principles and Core Values of ITS



Introduction

Climate change, human rights abuses, food and water scarcity, bribery and corruption are among many important and urgent global issues facing us today. Society leaders, governments and multi-government organisations have the key responsibility to produce frameworks, legal requirements and enforcement mechanisms to respond to these and other global challenges and create a more sustainable society.

With their employees, customers and suppliers in many countries of the World, multi-national companies are expected to actively contribute with solutions to these challenges.

Industrial Trading Solutions Ltd has a unique role to play: We provide solutions that improve the energy efficiency of industrial processes and reduce greenhouse gas emissions. Our distributed products are found in many environmental protection systems.

We support our customers to increase the yield of food and energy production and produce clean water. We are committed to innovation. ITS are invested in four business principles that describe how we must act within society, that are practiced by our suppliers - Social, Business Integrity, Environment and Transparency. We also work by our own core values to achieve our business goals and contribute to a more sustainable future and deliver better everyday conditions for people.

- Reliability
- Respect
- Integrity
- Collaboration
- Happiness

Peter Jeans
Founder & Chairman

1st March 2022

We will never be complacent about the implementation of our values and will continue to improve them. We are a performance driven company, operating with strong ethical principles which extend through the supply chain and in which employees are proud to work. This helps us to offer excellent value, quality and security for customers and investors alike.

Our Mission

Operating within a safe and transparent culture of respect and innovation, we are dedicated to positively conduct ourselves with high ethical standards and integrity. We will continue to invest in and develop our staff, reliable product ranges and services provided, to ensure the high standards expected within the markets we trade are upheld or exceeded. As the complete solutions supplier of choice, we value all stakeholders of the business and build strong relationships to reinforce our unrivalled reputation and future growth.

Respect



Human Rights

Human Rights are those expressed in the International Bill of Human Rights and the core International Labour Organisation (ILO) Conventions both of which may be supplemented by additional nationally granted rights.

Industrial Trading Solutions Ltd & our suppliers should:

- Respect human rights and avoid infringing on the human rights of others and should address adverse human rights impacts if they occur. Make sure it is not complicit in human rights abuses and seek ways to prevent or mitigate adverse human rights impacts that may be linked to its operations, products or services by a business relationship.
- Carry out human rights due diligence as appropriate to the size, the nature and context of operations and the severity of the risks of adverse human rights impacts.
- Provide for, or co-operate through legitimate processes, in the remediation of adverse human rights impacts if Industrial Trading Solutions Ltd has caused or contributed to these impacts.

Freedom of Association

Industrial Trading Solutions Ltd respects the right of employees to establish or join trade unions and representative organisations of their own choosing; including those recognised for the purpose of collective bargaining, and to engage in constructive negotiations with such representatives.

Forced and Slave Labor

Industrial Trading Solutions Ltd or our suppliers will not use any form of forced, compulsory or slave labor.

Child Labor

Industrial Trading Solutions Ltd or our suppliers will not use child labor and should contribute towards its effective abolition.

Young workers

When Industrial Trading Solutions Ltd and our supply chain provides work for young workers, it should be responsive to the vulnerability of young workers above the minimum age for work.

Discrimination

- Industrial Trading Solutions Ltd should work to eliminate direct and indirect discrimination in respect of employment and occupation and is guided throughout its operations by the principle

of equality of opportunity and treatment in employment.

- Industrial Trading Solutions Ltd should not discriminate on such grounds as race, color, gender, religion, sexual orientation, political opinion, national extraction or social origin, age, disability,
- HIV/AIDS status or trade union membership.
- Industrial Trading Solutions Ltd does not tolerate any type of harassment in the workplace.

With respect to employment and occupation, Industrial Trading Solutions Ltd and our suppliers may not discriminate on above mentioned grounds unless to do so furthers established governmental policies which specifically promote greater equality of employment opportunity or relates to the inherent requirements of a job.

Health and safety

- Industrial Trading Solutions Ltd is committed to provide a safe, healthy and attractive working environment for its employees and others entering its work premises.
- Industrial Trading Solutions Ltd's products should be safe within the normal operating environment and conditions for which they are designed ensuring that they meet all agreed or legally required standards.

Learning

Industrial Trading Solutions Ltd is committed to the opportunities for employees to continuously develop competence and flexibility so that they are well fitted to adapt to changes in technology and business and can secure and enhance quality and efficiency in our processes, services and products.

Working conditions

Industrial Trading Solutions Ltd should provide decent compensation and working conditions for employees.

Community Engagement

Industrial Trading Solutions Ltd wants to make a positive contribution to the local community, appropriate to its size as an employer in the community.

We will place emphasis on activities that support the development and care of children's rights, education and health.

Reliability



High ethical standards guide our conduct

Legal Compliance

Industrial Trading Solutions Ltd must be compliant not only with the laws and regulations in the countries in which we operate but be aware of the continuous development of international regulations, social standards and voluntary initiatives and adopt those that are relevant to our business.

Conflict of Interest

Industrial Trading Solutions Ltd employees must not enter into any situation in which their personal or financial interests may conflict with those of the Industrial Trading Solutions Ltd Group.

Political Contributions

Contributions to political parties or committees or to individual politicians must not be given, nor should the company engage in political activity. Employees are, of course, free to participate in political activity of their choice, but not on behalf of, or with reference to, the company.

Corruption and Bribery

Industrial Trading Solutions Ltd works against corruption in all its forms, including extortion and bribery. Industrial Trading Solutions Ltd companies or employees must not give, promise, receive or offer anything of value to any customer, government employee or any person for the purpose of improperly securing a decision, securing an advantage, avoiding a disadvantage or obtaining or retaining business. Industrial Trading Solutions Ltd also does not permit agents, suppliers, contractors, consultants or other

third parties working on their behalf to engage in this kind of behavior.

Competition

Industrial Trading Solutions Ltd believes in vigorous but fair competition. Companies and employees must never engage in any anti-competition activity such as illegal fixing of prices or the sharing of markets.

Complicity

If Industrial Trading Solutions Ltd observes the use of our products and services for illegal purposes, we will act in line with our Business Principles and Core Values.

Governance

Industrial Trading Solutions Ltd should support, uphold and develop good corporate governance principles throughout the Group.

Industrial Trading Solutions Ltd conducts its business with honesty, integrity and respect for others.





Happiness



Optimising the use of natural resources is our business

Customer Processes

Industrial Trading Solutions Ltd's core competences of fluid handling, separation technology and heat transfer are at the heart of many industrial and environmental protection processes.

Our products and expertise contribute to the efficient utilisation of energy, cleaning of water and fluids, reducing waste and efficient production of food and pharmaceuticals and can make a significant contribution to reducing the environmental impact of industrial processes.

Industrial Trading Solutions Ltd is committed to the development and diffusion of environmentally responsible technologies.

We aim for a happy planet through the contribution of our processing equipment supplied to our customers.

When designing their products and services, our supplier aim to provide customers with an opportunity to become more productive and competitive.

Own Operations

Industrial Trading Solutions Ltd supports a precautionary approach to environmental challenges and endeavors to establish measurable objectives and, where appropriate, targets for improved environmental performance and resource utilisation in order to perform its own operations as efficiently as possible.



Integrity



Our commitment to open dialogue builds trust

Accounting

Industrial Trading Solutions Ltd accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained.

Verification

Industrial Trading Solutions Ltd's reporting and, internal monitoring systems should be suitable for external and independent verification.

Communication

Industrial Trading Solutions Ltd will engage in open dialogue with all interested parties. However, Industrial Trading Solutions Ltd will not inappropriately divulge any confidential and/or proprietary information, such as technical, financial and business information. Also, any information that could have an impact on the share value of Industrial Trading Solutions Ltd will be released in strict compliance with the regulations governing such information.

The Business Principles are based on:

Many international guidelines form the source of the Business Principles including:

- The OECD Guidelines for Multinational Enterprises
- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Global Compact

How we implement our Business Principles and Core Values :

Applicability: The Business Principles and Core Values apply to all companies in the Industrial Trading Solutions Ltd Group throughout the World irrespective of the brand name under which they trade. Where Industrial Trading Solutions Ltd companies participate in joint ventures and business partnerships the application of these principles will be actively promoted.

Policies and Training: The Business Principles and Core Values are supported by a number of internal policy documents which expand on the Principles and provide employees with more detailed

information. Policies have to be implemented and so they, in turn, are supported by a management structure, tools, guidelines and training activities often made available to managers and employees via the company intranet.

Risk assessment: The Business Principles and Core Values have a very wide scope and so we conduct a risk and impact assessment periodically for each Business Principle which enables us to identify material risks and opportunities and indicate where we should prioritise improvement.

Reporting: All entities in Industrial Trading Solutions Ltd strive to measure and record relevant non-financial information relating to the implementation of the Business Principles and Core Values. This helps to maintain a focus on the issues as well as provided key data by which targets can be set and progress can be tracked.

Suppliers: Industrial Trading Solutions Ltd should engage in responsible supply chain management to ensure that our Business Principles are followed by suppliers paying due account to their social and economic effects on developing countries.

Acquisitions: All acquired companies must assess their risks of non-compliance with the Industrial Trading Solutions Ltd Business Principles and Core Values and implement a management structure and a plan to reach full compliance within a maximum of three years from date of acquisition. Acquired companies must commence reporting on non-financial Business Principle indicators within the first year of acquisition.

Our commitment to open dialogue builds trust



Collaboration

The Management Structure for implementing the Business Principles

Board

The Company's Board has the responsibility for agreeing the Business Principles and Core Values and monitoring the progress of implementation through their regular meetings.

Management

The Group Management team has the responsibility to implement the Business Principles and Core Values including setting and reviewing targets for improvements.

Managing Director of subsidiary companies have the responsibility to translate the Principles and associated policies into local rules and procedures in addition to those required for compliance with local legislation.

Line Managers have the responsibility to ensure that their employees understand the Principles and receive relevant education and training in order to implement them.

Employees

Each employee should have a good working knowledge of the Principles and policies relevant to their jobs and apply them in their work.

Audit

An independent internal audit function provides support in monitoring compliance with the Business Principles.

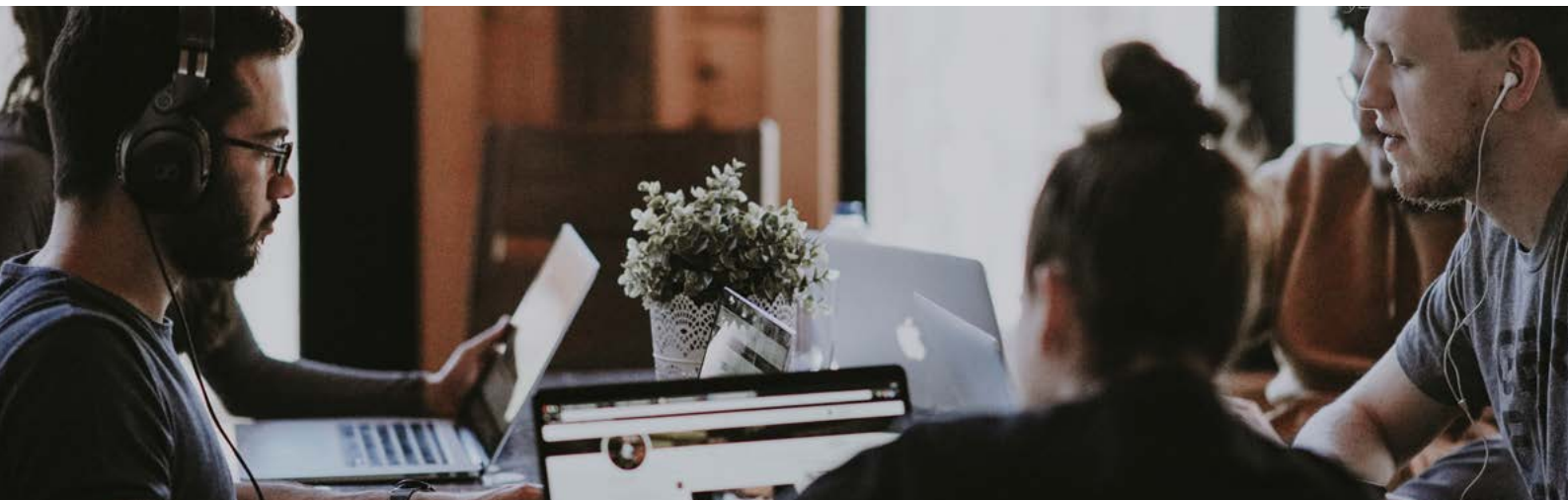
Whistle blowing

All employees and any other stakeholder have the duty to report any breach of the Business Principles to relevant line managers, or more senior management teams.

No manager or employee will be criticised for any loss of business resulting from adherence to the Principles.

Equally the Industrial Trading Solutions Ltd Board and Group Management undertake that no employee will suffer as a consequence of bringing to their attention or that of senior management, a breach or suspected breach of these principles.

The Management Structure for implementing the Business Principles and Core Values



Industrial Trading Solutions Ltd in brief

ITS are process flow equipment experts, with a multitude of top equipment brands available and over 100 years combined experience in the food and beverage, brewery, dairy, pharmaceutical and personal care industries.

From Hygienic Valves, High Performance Pumps, Pigging Systems or Tank and Mixing Equipment, through to Automation Systems, Installation Materials, Heating and Cooling Products or Spares, ITS and our in-house experts can technically support you with large systems projects, one off product purchases, and even maintenance or repair services.

ITS was formed in 2002 from a core of Alfa Laval people, to take over the distribution of Alfa Laval Flow Equipment. Now a partner distributor to other top industry brands, including, Bornemann and Mouvex, Worcester, Norbro, Pipetite, Liag, HiFlix, Eilersen, Servinox and Daniatech, we distribute stocked items with a fast, next day service at competitive prices, all with an unmatched customer ethos.

More information on the Internet

Industrial Trading Solutions Ltd's website is continuously updated with new information, including contact details for all countries.

Read more at www.industrialtradingsolutions.com

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