



Quantum Communications Limited

BUSINESS CONDUCT ETHICS STATEMENT

In everything Quantum Communications Limited do in relation to how we approach and conduct our business, we will abide by the following core principles:

**Human Rights:**

Respect for human rights is an integral part of our business dealings  
We respect and support the protection of human rights in all areas of our business  
We will ensure that we are not complicit in human rights abuses

**Labour Standards:**

We uphold the freedom of association and effectively recognise the right to collective bargaining  
We will do everything possible to eliminate all forms of forced and compulsory labour  
We do not accept any form of child labour  
We will actively support and promote the elimination of discrimination in respect of employment and occupation

**Environment:**

We actively take a precautionary approach to environmental challenges  
We undertake initiatives to promote greater environmental responsibility  
We encourage the development and diffusion of environmentally friendly technologies

**Anti-Corruption:**

We work against corruption in all its forms, including extortion and bribery

The above principles are adopted and supported through our Equality and Diversity Procurement, Ethical Procurement and Environmental Procurement Policies. The effective implementation of those policies compliments our strategies on the case for responsible business practices.

We will accomplish the strategies through advocacy and active outreach to peers, partners, clients, suppliers/ subcontractors, and, other interested parties, including the public at large.

The ethics in this Document shall be communicated, understood and implemented in relevant areas of our business. The ethics shall also be communicated to our peers and business partners by making copies of this document readily available to them.

Copies of the Document shall also be displayed within our Company.

I, in my position as Managing Director, shall ensure that everyone within the organisation is conversant with these ethics and that they are reflected in our business dealings.

Michael Stephens  
Managing Director  
Quantum Communications Limited