



MERCURY TOOL & GAUGE LTD

HIGH PERFORMANCE TAPS, DRILLS & THREADMILLS
INTERNAL & EXTERNAL THREADED, PLAIN & SPLINE GAUGES



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CODE OF ETHICS/CONDUCT

HONESTY

Mercury Tool & Gauge Ltd is committed to the highest standards of ethical conduct in all that it does.

The Company complies with all applicable legal and regulatory requirements governing business relationships, including relevant export and import control regulations. Mercury Tool & Gauge Ltd believe in honesty, integrity and trust to conduct its business in accordance with all the applicable laws and regulations in which it does business, and requires that its employees, suppliers and advisers also comply with such laws.

PROHIBITION OF BRIBERY CORRUPTION AND EXTORTION POLICY

Mercury Tool & Gauge Ltd does not offer, promise, give, demand or accept bribes or other unethical inducements, including extortion or corruption, in order to obtain, retain or give business and takes all reasonable measures within its control to ensure that its employees, suppliers and advisers follow the same practice.

COMBATING SLAVERY AND HUMAN TRAFFICKING

Mercury Tool & Gauge Ltd does not engage in any form of human trafficking or use forced labour in the performance of any of its contracts and takes all reasonable measures within its control to ensure that its suppliers, employees, and advisers follow the same practice.

INTEGRITY IN BUSINESS BEHAVIOUR

Mercury Tool & Gauge Ltd expects its employees to act with integrity at all times. Employees who have access to privileged information must not use it to achieve personal gain for themselves or others and no employee shall engage in personal activities or pursue financial or business interests which might give rise to, or give the appearance of, conflicts of interest with Mercury Tool & Gauge Ltd, or which might compromise their ability to meet the responsibilities of their job.

CUSTOMER AND SUPPLIER RELATIONSHIPS

Mercury Tool & Gauge Ltd endeavour to provide its customers with products and services which meet or exceed their requirements, to respond quickly to changing customer demand and to seek to continuously improve product quality, value and delivery times. Mercury Tool & Gauge Ltd work in close partnership with suppliers in order to meet its customers' expectations and ensure quality, value and timeliness of delivery. Payment to suppliers will be made promptly within the agreed terms of business.

EMPLOYEES

Mercury Tool & Gauge Ltd recruits' employees on the basis of their qualifications, aptitude and attitude and treats all its employees with respect and dignity. We are dedicated to providing a free from harassment environment and bullying is unacceptable.

HEALTH AND SAFETY

Mercury Tool & Gauge Ltd is committed to conducting all its business ensuring compliance to the highest standards of health and safety. We continuously review and update procedures and working practices to ensure our employees work safely.

ENVIRONMENT

Mercury Tool & Gauge Ltd is committed to a proactive policy on environmental issues. Through training our primary objective is the reduction and management of waste through better utilisation and employing re-use or recycling techniques. Employees will be educated and trained to carry out tasks in an environmentally responsible manner in accordance with our policy. Our in-house policy is reviewed regularly.

HUMAN RIGHTS

Mercury Tool & Gauge Ltd complies with all relevant government guidelines designed to ensure that products are not used to produce weapons or other equipment used for the purposes of terrorism, or abuse of human rights.

REPORTING AND INTERNAL CONTROLS

Mercury Tool & Gauge Ltd records all business transactions accurately, prudently and transparently in compliance with its accounting standards and utilises appropriate internal controls to ensure that it is managed effectively through the Management Quality System which is operated and certified to ISO 9001:2015

APPLICATION AND COMPLIANCE

Mercury Tool & Gauge Ltd code of ethics applies throughout the Company and to all its employees. Any breach of the code by an employee may result in disciplinary action.