



## OUR ETHICS AND HOW WE OPERATE AS A BUSINESS

Astrantia People Consulting Limited is committed to behaving and operating in a responsible business way. We aim to promote and maintain the highest possible ethical standards in relation to our business activities. And, it is of course, really important that we maintain lawful business practices. What does that mean?

We want to protect and promote human rights and the basic freedom of the people connected to our business. We are committed to protecting the rights of everyone whose work contributes to the success of our business.

We will not enter into any business arrangement with any person, company or organisation that we believe fails to uphold the human rights of its people, or who breaches the human rights of anyone affected by that company's business activities. We are also committed to eliminate bribery and corruption. We will not give or receive bribes of any kind.

We are vehemently opposed to the use of slavery in all forms; cruel, inhuman or degrading punishments; and any attempt to control or reduce freedom of thought, conscience and religion. We will not enter into any business arrangement with any person, company or organisation that does not uphold the human rights of the people they employ, or who breach the human rights of the people affected by the activities of their organisation.

We are committed to conducting our business with integrity and ethically. Hopefully it goes without saying that we will comply with all relevant employment legislation and regulations. Having said that, we see complying with employment legislation as a minimum standard.

We want to work with organisations that think the same as us. Companies that:

- do all they can to build, and maintain, positive relationships with their employees, clients, suppliers and the community they are a part of;
- provide a working environment that is free from all forms of discrimination, harassment and bullying;
- follow workplace health and safety rules and regulations;
- meet all applicable environmental legislation relevant to their industry or the country they operate in;
- oppose the use of slavery and human trafficking in all forms, and any attempt to control or reduce freedom of thoughts, conscience and religion; and
- are committed to keeping their environmental impact to a minimum.

We will investigate the ethical record of potential new suppliers before entering into any agreement with them. And, if we become aware of any action by a supplier that contravenes the spirit or principles we've set out in this Policy, we reserve the right to withdraw from any agreement with them.

We hold as fundamental to our success, the trust and confidence of the people and organisations we work with. Conflicts of interest have the potential to undermine that. As a result, our Anti-Bribery Policy sets out the steps we take to make sure we minimise that risk. Any information received by people connected with our business will not be used for any personal gain, or for any purpose beyond

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Helping leaders elevate their people  
experience to drive business growth



that it was given to us for.

If you have any questions or require any further information about any aspects of this Policy, or about the procedure we follow, please do contact Sam Baker, Director of Astrantia People Consulting Limited by email at [sam@astrantiapeople.co.uk](mailto:sam@astrantiapeople.co.uk)

This Policy was last reviewed and updated: April 2026.