



# IFG Drake<sup>®</sup> Ethics Policy

IFG Drake Ltd complies with relevant UK and European Legislation and Law regarding fundamental human rights and discrimination within the workplace.

IFG Drake Ltd does not use Child or Forced Labour within its operations and complies with relevant UK and European Labour Legislation and Law.

IFG Drake Ltd currently has a structure in place to give all employees the opportunity to voice their concerns and or comments regarding working conditions. This includes:

- Encouragement to raise concerns or comments with their immediate Supervisor, Manager or Director for immediate action or further discussion, as appropriate.
- Daily Management Meetings at which concerns or comments regarding working conditions can be discussed.
- Monthly Management meetings where medium to long term actions with regards to working conditions can be discussed and agreed with the Company Directors.

The company operates an 'open door' policy with regards to anyone who has concerns and or comments regarding working conditions.

IFG Drake Ltd currently pays a salary which is above the National Living Wage as defined by current UK Government Legislation/Law.