

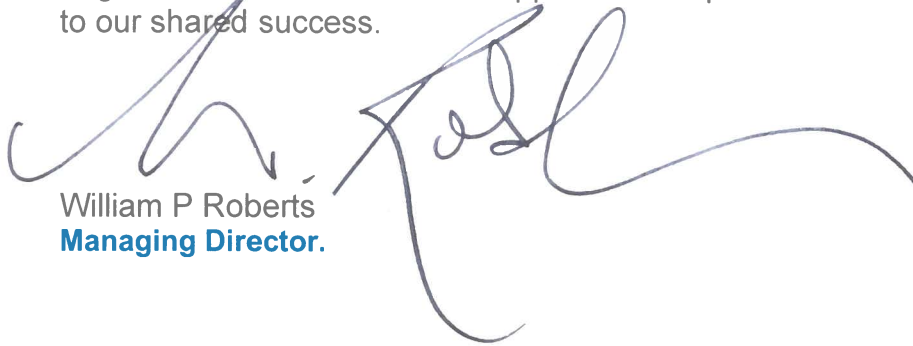
Ethical Statement

Roberts Mart & Co Ltd are committed to fostering an ethical, inclusive and respectful workplace environment. Our values are built on the principles of integrity, accountability, and equality.

We commit to:

- Upholding the highest standards of honesty and fairness in all our operations, ensuring compliance with UK laws and regulations.
- Treating all individuals with dignity and respect, promoting diversity and rejecting any form of discrimination or harassment.
- Striving for transparency, sustainability, and responsible practices in all aspects of our business.
- Encouraging open communication and accountability, empowering employees to voice concerns without fear of retaliation.
- Conducting open and fair business practices which respect confidentiality
- Sustainable pricing
- Clear and transparent communications in relation to terms of trade
- Working in partnership to share best practices
- Continue to uphold our values through ethical frameworks such as SEDEX and EcoVardis

Together, we aim to create a supportive workplace where everyone can thrive and contribute to our shared success.



William P Roberts
Managing Director.