Ethics Policy

We are a multi-disciplinary and industry renowned sub contract manufacturer of Precision Sheet Metalwork, Electro-Mechanical Assemblies and Precision Machined Components. Fife Fabrication are a responsible, ethically conscious organisation, and as such we commit to operating within the following guidelines:

Understanding and Commitment

- Ensure consistent understanding of business ethics across the organisation.
- Continually enhance knowledge of all relevant laws and regulations of the United Kingdom and Europe.
- Commit to eradicating unethical business practices including bribery, fraud, corruption and human rights abuses, such as modern slavery and child labour.

Ethical Practice

- Conduct all business relationships with respect, honesty and integrity, and avoid causing harm to others as a result of business decisions.
- Treat all stakeholders fairly and impartially, without discrimination or favour.
- Actively support and promote corporate social responsibility (CSR).
- Avoid any business practices which might bring the company into disrepute.

Professionalism

- Implement appropriate Policies based on perceived risk, to drive unethical practices from the business.
- Ensure business decisions minimise any negative impact on human rights and the environment whilst endeavouring to maximise value and service levels.
- Ensure the education and training of staff involved in sourcing, supplier selection and supplier management to high standards.
- Practise appropriate due diligence in all business undertakings.

Accountability

- Accept accountability and take ownership of business ethics.
- Foster a culture of leadership by example.
- Foster an environment to prevent, report and remedy unethical practices.
- Provide a safe environment for the reporting of unethical practices

Top management endorses this policy and ensures it is compatible with the context and strategic direction of the Company.

This policy will be communicated to all employees and organisations working for or on our behalf.

Signed:

Name: John Penman
Position: Managing Director
Date: 26th February 2026

Rev 1