



Code of Ethics and Conduct

Sheriff Group

(including Sheriff Construction Ltd, Sheriff Brickwork Ltd and all other sister companies)

The Sheriff Group of companies has been built on trust, respect and meaningful collaboration. For just over two decades, we have grown by doing what we say we will do, treating people fairly and never compromising on quality. The trust we have earned with our clients, employees, subcontractors, suppliers and communities is founded on these principles and continues to shape how we do business today.

This Code of Ethics and Conduct sets out the standards of behaviour expected of everyone working for or on behalf of Sheriff Group. It applies to Directors, employees, subcontractors, agency workers and anyone representing our businesses.

Being part of Sheriff Group means more than simply complying with the law or following company policies. It means taking personal responsibility for protecting the reputation, relationships and standards that have been built over many years. Every decision we make and every action we take should strengthen the confidence others place in Sheriff Group.

The principles set out in this Code are intended to guide our decisions and the way we conduct ourselves, even when no one is watching. They complement our existing policies and procedures, providing an ethical framework for how we work together and with others.

We count on everyone who belongs to Sheriff Group to understand these expectations, apply them consistently and lead by example. By doing so, we continue to earn the trust and respect of those who work with us and for us.

How We Conduct Ourselves

Act with integrity

We are honest, trustworthy and accountable in everything we do. We keep our promises, communicate openly and take responsibility for our actions and decisions. We acknowledge mistakes, learn from them and put things right wherever possible. We maintain accurate records, use company resources responsibly and make decisions that protect the long-term interests of the business. We never engage in bribery, fraud, corruption or any form of dishonest conduct.

Respect people

We treat everyone with dignity, fairness and respect regardless of their role or background. We value different perspectives, promote equality of opportunity and create an environment where

people feel safe, included and able to contribute. Bullying, harassment, discrimination and intimidation have no place within Sheriff Group.

Work safely

Nothing is more important than the health, safety and wellbeing of our people and those affected by our work. We never compromise safety for programme, cost or convenience. We challenge unsafe behaviour, report concerns promptly and look after one another both on site and in the office.

Deliver quality

Our work reflects our reputation. We take pride in delivering high standards, paying attention to detail and doing things properly the first time. We never knowingly cut corners or accept work that falls below the standards our clients, colleagues or communities should expect.

Comply with the law and our policies

We comply with all applicable laws, regulations and company policies wherever we operate. Where policies set higher standards than the law, we follow the higher standard. If we are unsure what is expected, we seek advice rather than making assumptions.

Protect our reputation

Every interaction with a client, supplier, colleague or member of the public shapes how Sheriff Group is perceived. We communicate professionally, act responsibly and avoid behaviour that could damage the trust others place in our business. We recognise that our reputation is one of our most valuable assets and protect it accordingly.

Manage conflicts of interest

Business decisions must always be made in the best interests of Sheriff Group. We declare any personal, financial or family interests that could influence, or appear to influence, our judgement. Gifts and hospitality must always be reasonable, transparent and never compromise our independence or integrity.

Protect company information and assets

We protect the information, equipment, systems and resources entrusted to us. Confidential information is handled responsibly and only shared where authorised. We use company assets appropriately and safeguard the knowledge, data and reputation that contribute to the long-term success of the business.

Support our communities and environment

We recognise that our responsibilities extend beyond the projects we deliver. We strive to make a positive contribution to the communities where we work, minimise our environmental impact and support responsible, sustainable business practices. We expect everyone representing Sheriff Group to contribute positively to this commitment.

Speak up

We all have a responsibility to raise concerns where we believe something is unsafe, unethical or inconsistent with this Code. Concerns raised in good faith will be treated seriously and investigated appropriately. We encourage openness and will not tolerate retaliation against anyone who reports a genuine concern.

Implementation

Everyone working for or on behalf of Sheriff Group is expected to understand and follow this Code. Managers and leaders have an additional responsibility to lead by example, promote these standards and ensure they are reflected in day-to-day decisions and behaviours.

This Code should be read alongside the Group's policies and procedures, which provide more detailed guidance on specific topics.

Failure to comply with this Code may result in appropriate management or disciplinary action.

Responsibility and review

Overall responsibility for implementing this Code sits with the company's senior leadership team. This document will be reviewed periodically to ensure it continues to support the values of our business.

Authorisation

This Code is fully supported by senior management and forms an integral part of Sheriff Construction's business strategy.



Ekrem Mahmutaj
Managing Director

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Next review: 03.09.2027