



T/A: Smith Bullough, Thomas Smith Fasteners, Boka Bolt Supplies & Garton International
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Corporate Social Responsibility Statement

Corporate social responsibility is vitally important to Garton Ltd. Our policies ensure that we adhere to the highest standards in ethical behavior, environmental sustainability, data security and more.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics sets a high standard for behavioural conduct in areas that include workplace health, safety and environment, human rights, harassment and discrimination, conflicts of interest and gifts and entertainment. All employees have the Code explained during their induction and are encouraged to report all suspected violations by contacting their Manager, or Human Resources department. The Code is available on our intranet.

Environmental Policy

Garton Ltd believes that the long-term health of our business is directly connected to the health of the planet and local communities. We strive for solutions that will lessen our footprint. Our Environmental Policy focuses on finding solutions that reduce our own footprint and inspire action in others.

Data Security and Privacy

Protecting the privacy of our customers, vendors and employees is critical to our ability to maintain their trust. Garton Ltd understands the risks related to Information Security and Privacy that may affect our business operations. Precautions are taken to safeguard sensitive information, to include customer data, in order to ensure a safe and secure online environment.

Public Policy Engagement

Public policy initiatives that align with our business interests and expertise and with all applicable laws and regulations.

January 2019