

Policies to support a Code of Ethics

Employees

Acceptable use of IT resources
Anti-Bribery, Corruption & Fraud (Money laundering, facilitation payments)
Company assets and intellectual property (including use of branding)
Conflicts of interest
Data protection (privacy, records retention)
Diversity
Employee alcohol and substance abuse
Employee health (No smoking, HIV)
Equal opportunities (equality of treatment)
External speaking engagements, publications and media communication
Freedom of association
Harassment
Health and safety (including driving, homeworking)
IT (internet and electronic communications, use of company assets)
Pre-employment screening
Security
Security (staff and information)
Speak Up (whistleblowing)
Travel & entertainment

Shareholders

Analyst & investor communications
Business continuity planning
Recruitment of auditors
Risk management and legal compliance
Share dealing (insider dealing)

Suppliers

Contractor and supplier relations
Gifts & hospitality
Import/Export Controls
Procurement standards/ Supplier standards policy (including supply chain issues such as child labour, working conditions).

Customers

Care and ethical use of animals in research
Consumer information
Marketing and promotional activities
Product quality & safety

Competitors

Competition law
Competitive intelligence

Community

Charitable donations
Corporate social responsibility
Environment
Human rights
Lobbying
Political Contributions
Relations with Government