

Ethics Policy



The Directors and Senior Management team of Fairfield Control Systems regard the ethical conduct of the company and all of its employees as a fundamental in the development and on-going operation of the company.

The management team is committed to implementing and ensuring adherence to the following code.

- All personnel involved in purchasing of goods or services must disclose any actual or potential conflict of interest which could exist between the supplier or competitor or potential competitor. Some examples are ownership of shares in a potential supplier, close family members being involved or employed by a potential supplier, indebtedness to a potential supplier, receipt of compensation from a potential supplier.
- All suppliers should be treated equally and fairly and no specifications should be written as to create a bias towards any one supplier.
- The Strengths and Weaknesses of any potential supplier should not be communicated to any of the competitors. Information submitted by potential suppliers is confidential and under no circumstances should it be passed to any of the competitors.
- Employees should not accept any gifts or hospitality exceeding a nominal value from any supplier.
- The company or its suppliers shall not use child labour and shall not use suppliers, subcontractors or goods from manufacturers who are known users of child labour.
- The company or its suppliers shall not use forced, bonded or involuntary labour.
- Provide a safe and healthy work environment for its workforce and its sub-contractors.
- Will deal equally with its employees, trainees, suppliers and customers irrespective of gender, sexual orientation, race, religion, nationality, ethnic origin, marital status, age or disability.
- Avoid the use of physical, mental or verbal abuse. Act professionally at all times.
- Act in accordance with applicable working hour's laws and industry standards.
- Provide wages that meet legal and industry standards and are sufficient to meet the basic needs of workers and their families.
- Employees or officers of customers and clients shall not be offered any personnel inducements to place business with Fairfield Control Systems.
- The company will provide appropriate support in relation to the business size to the local, national and international community's by way of charitable donations and education placements.
- Minimise the impact on the environment and wherever possible procure materials and components from sustainable sources.

Steve Fowles, Managing Director

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