

(CSR) Corporate Social Responsibility POLICY STATEMENT



Behaving ethically, both through the actions of our employees and in the company's decisions, is an absolute for United 2008 LLP. We recognise that our continued success depends on earning and keeping trust, and on preserving our reputation in the eyes of those we deal with – including Clients, Employees, Our Supply Chain and the broader community.

Mission Statement:

“Ecstatic About Service”

“Fanatical About Quality”

“Passionate About Our Customers”

United's Mission Statement brings together a number of guiding principles that create a Code of Conduct in all aspects of United's business activities. Passionate describes the intensity of our beliefs and the service we provide to our community and challenges us to uphold these beliefs in the face of strong and sometimes unethical business competition so that we stand out as the best choice for our employees, customers and suppliers.

The policy, outlined below, has the full support of the United 2008 LLP Board, and brings together a number of the company's policy statements and principles,

Introduction

For United 2008 LLP, our Code of Conduct or Ethics isn't about what others say we should be doing, it is about our own values and principles, and how we put those values into practice – acting with integrity, communicating with honesty, treating customers fairly and delivering what we promise.

With our reputations to protect – as individuals and as a company – every employee has a responsibility to behave ethically and to raise concerns through the appropriate channels if they become aware that our policies and principles are not being followed.

United's Code of Conduct is central to its business. It emphasises the way United's culture of integrity, honesty and respect for people must be applied in dealings with all customers, employees, suppliers and shareholders alike.

1. Business integrity

United insists on integrity, honesty and equality in all aspects of our business and we seek the same from those with whom we do business, directly and indirectly. No employee may directly or indirectly offer, pay, solicit or accept a bribe or other such payment that may be construed as such, in any form.

Gifts and entertainment may only be offered to any third party if they are consistent with conventional business practices, moderate in value and not in violation of any applicable law. No employee should seek or accept a personal gift or entertainment that might reasonably be believed to influence commercial activity or the decision-making process. No employee should act in a manner that may bring United into disrepute.

All business transactions must be reflected accurately and fairly in United's accounts in accordance with established procedures, and be subject to audit. United's accounting records will reflect and describe the nature of all transactions.



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2. Our commitment to our community

United recognises its corporate responsibility to five main groups in its community. We are committed:

(a) To employees

To respect the rights of all employees, whether directly employed or sub-contracted, in accordance with the principles set out by the CIPD (Chartered Institute of Personnel and Development). To provide and maintain safe conditions of work, with competitive terms and conditions of employment. Not to use any form of under-age or forced labour under any circumstances.

Equal Opportunities

United 2008 LLP is committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- Equality in the workplace is good management practice and makes sound business sense.
- We will review all our employment practices and procedures to ensure fairness.

We encourage the involvement of employees in the planning and direction of all aspects of their work.

(b) To customers

To win and retain customers who adhere to business principles consistent with our own by developing and providing services that offer value in terms of price, quality, safety and environmental impact. To be responsive to customer comments and complaints.

(c) To shareholders

To build shareholder value by consistently increasing earnings. To conduct our operations in accordance with accepted principles of good corporate governance. To provide timely and accurate information to all shareholders on our activities and performance.

(d) To suppliers and business partners

To seek mutually beneficial relationships with suppliers and joint venture partners. To require that, so as far as is practicable, all of these adhere to business principles consistent with our own.

(e) To the wider community

To conduct business as responsible corporate citizens, to give proper regard to the health, safety and the environment



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of local communities, and to be sensitive to and supportive of local cultural, social, educational and economic needs.

3. Health, safety and the environment

It is the policy of the Company to take all reasonable steps to ensure the health, safety and welfare of its employees, and it will, so far as is reasonably practicable, establish procedures and systems necessary to implement such a policy. The Company will also ensure that all relevant statutory duties and obligations are satisfied, including those duties set out in the Health and Safety at Work etc. Act 1974.

The Company will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents and illnesses and ultimately achieving an accident-free workplace.

All employees will be provided with such equipment, information, instructions, training and supervision as is necessary to implement the policy and achieve the stated objective.

The Company also recognises its duty to protect the health and safety of all visitors to the Company, including contractors and temporary workers, as well as any members of the public who might be affected by the Company's work operations.

While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees. It is the duty of each employee to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the well being of themselves or of any other person. If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job, then it is the employee's duty to report this to their line manager or to their delegated health and safety representative or to the Director of Safety. An effective health and safety programme requires continuous communication between workers at all levels.

The specific arrangements for the implementation of the policy are detailed in United's staff handbook.

Environment

United seeks effective and efficient ways to protect and enhance the environment in which we operate. To this end, we measure, appraise and report performance on the basis of continuous improvement and with the longer-term aim of enhancing the sustainability of our business and that of our customers, suppliers, partners and the wider community.

In pursuing overall business objectives, United continues to:

- comply with, and where appropriate exceed, national and EU environmental legislation and regulation.
- encourage partners and staff to be aware of their responsibilities to the environment, in all respects of their working lives.
- set internal standards for environmental performance to govern our internal operations and relations with clients, suppliers and contractors.
- Periodically review the effectiveness of working practices and the services and infrastructure provided to support the business in order to minimise their impact on the environment.
- encourage appropriate consideration of environmental issues into the professional services which are provided to our clients.

Regularly review aspects of business activity which have an environmental impact, assess performance and identify where further improvements can be made.



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Communicate internally and externally the firm's environmental performance and promote new or innovative practices, which reduce the impact on the environment.

4. Compliance, monitoring and reporting

The United Board is responsible for communicating its Code of Conduct to all employees and for ensuring its contents are understood and adhered to. Day-to-day responsibility in this regard is delegated to senior operating management.

Compliance with this Code is monitored and reviewed regularly by the United Board as part of its quality management process within the IIP (Investors in People) framework.

Breaches of United's code must be reported to relevant senior managers, and the United Board expects employees to bring to its or to other senior managers' attention any suspected breach of this Code. A provision is in place for employees to report in confidence directly to the relevant Manager or Director, and no employee shall suffer as a consequence of doing so.

United's policies are intended to foster a search for continuous improvement in all aspects of its performance. It is reviewed annually, referred to in all Directors and Management meetings and is part of our ongoing improvement program. The Board welcomes feedback from all its employees on the content and working of United's Code of Conduct.

Signed

Date: 1st July 2008

Managing Director

Clive Sanders
Managing Director
United 2008 LLP



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