

M.A. FORD Europe Limited



European Headquarters

650 City Gate
London Road
Derby
DE24 8WY
United Kingdom
sales@maforeurope.com

Tel: +44 (0) 1332 267960

Custom Tools Division

Unit 8 Royds Farm Road
Royds Farm Road ind. Est.
Leeds
LS12 6DX
United Kingdom
customtools@maforeurope.com

Fax: +44 (0) 1332 267969



July 2025

Ethics Policy

- Honesty and integrity. Base actions on a personal set of values. Follow the rules even when the manager is not present.
- Good manners. Always show courtesy and respect towards other people.
- Accepts advice, supervision, and constructive criticism. Have high self-esteem and do what is asked; accept constructive criticism and use it to improve future performance.
- Dependability / follow through. Work diligently to complete tasks. Feedback to manager any problems or delays so there are no surprises about work not being done.
- Good attendance / on time. Keep the mind on work (avoid external distraction); suggest improvement; be ready to begin work on time.
- Accuracy of work / no waste. Be careful and avoid mistakes. If mistakes are made, correct the errors; be proud of work well done; hold high standards, always aim to complete all tasks right, first time, every time.
- Pride and productivity in work. Show initiative; be ambitious; figure out how to get the job done; work as effectively as possible to get the job well done.
- Leadership. In order to be more successful with the change process, we take into consideration, the human element of a system that supports creating safe and high quality products.
- Disclosure. All our personnel are protected from suffering any detriment or termination of employment if they make disclosures that can affect the business. A 'qualifying disclosure' means a disclosure of information that an employee genuinely and reasonably believes is in the public or customers interest and shows that the company has committed a 'relevant failure' by
 - Committing a criminal offence
 - Failing to comply with a legal obligation
 - A miscarriage of justice.
 - Endangering the health and safety of an individual.
 - Product Safety
 - Concealing and information relating to any of the above
- If the above has been invoked for malicious reasons or in pursuit of a personal grudge, then suspension of employment or such lesser disciplinary sanction as may be appropriate in the circumstances.

www.maforeurope.com

Registered in England and Wales Company No. 00913015 V.A.T. No. GB 371 4235 68

Registered Office: 650 City Gate, London Road, Derby, DE24 8WY, United Kingdom

A Division of M.A. FORD Mfg inc