

Precise Enterprise Ltd

Director: Tadas Sukutis

Date: 16th February 2026

Next Review Date: 15th February 2027

T. Sukutis

Code of Conduct Policy

Purpose

The purpose of this Code of Conduct is to establish clear guidelines for professional behaviour, ethical standards, and responsibilities for all employees, contractors, subcontractors, and stakeholders involved in our operations. It aims to promote a safe, productive, and respectful work environment while ensuring compliance with legal and regulatory requirements within the construction industry.

Core Values

We are committed to the following core values:

- Integrity: We operate with honesty, transparency, and accountability in all aspects of our business.
- Safety: The safety of our employees, contractors, and the general public is our highest priority.
- Respect: We treat others with dignity, fairness, and courtesy.
- Excellence: We strive for quality in our work, ensuring high standards are met and exceeded.
- Sustainability: We conduct business in a way that promotes environmental sustainability and reduces harm to the environment.

Expected Behaviour

Employees and contractors are expected to:

- Follow Legal and Regulatory Requirements: Adhere to all laws, regulations, and industry standards applicable to our work in the construction sector, including health and safety standards.
- Ensure Safety: Abide by all safety guidelines, use personal protective equipment (PPE), and report unsafe conditions immediately.
- Demonstrate Respect and Professionalism: Treat colleagues, clients, suppliers, and other stakeholders with respect and professionalism at all times. Harassment, bullying, and discrimination will not be tolerated.
- Be Accountable: Take responsibility for your actions and performance, ensuring work is completed to the highest standard and in a timely manner.

- **Promote Environmental Responsibility:** Follow sustainable practices, minimise waste, and ensure the proper disposal of materials in accordance with environmental guidelines.
- **Maintain Confidentiality:** Protect confidential company information and client data. Do not disclose proprietary or sensitive information unless authorised or required by law.

Prohibited Conduct

The following behaviours are strictly prohibited:

- **Substance Abuse:** The use or influence of alcohol, drugs, or other intoxicants while on the job site is prohibited.
- **Dishonesty:** Fraud, theft, or misrepresentation of any kind is unacceptable.
- **Violence or Aggression:** Physical altercations, threats, or intimidation are prohibited.
- **Conflict of Interest:** Employees must avoid situations where personal interests conflict with those of the company or its clients.

Health and Safety

- All employees must comply with the company's Health and Safety Policy and any specific guidelines related to construction site work.
- Participate in safety training programs and actively contribute to creating a safe work environment.
- Report safety hazards or incidents immediately to supervisors or the designated health and safety officer.

Disciplinary Action

Any violation of this Code of Conduct may result in disciplinary action, up to and including termination of employment or contracts. The severity of the action will depend on the nature of the violation and any associated risks.

Reporting Violations

If you observe or become aware of any breach of this Code of Conduct, you are encouraged to report it to your supervisor, HR department, or through our anonymous whistleblower system. All reports will be taken seriously, investigated thoroughly, and handled confidentially.

Conclusion

By adhering to this Code of Conduct, we ensure a safe, respectful, and efficient work environment for everyone involved in our operations. Our commitment to these standards helps us maintain a reputation for excellence and ethical practices in the construction industry.