

## EITHICS POLICY

Hydraulic Analysis Group Limited is committed to providing specialist consultancy services for the analysis & design development of fluid flow systems in an ethically responsible manner.

The company will fulfil its ethical commitment by:

- Maintaining the highest degree of integrity and confidentiality in all our dealings with potential, current and past clients, suppliers and associates.
- All products and services are supplied honestly and honourably. Delivery of our products and services take account of ethical considerations, together with the protection and enhancement of the moral position of our clients and suppliers.
- Actions and advice will always conform to relevant law, and believe that all businesses and organizations, including this consultancy, should avoid causing any adverse effect on the human rights of all people in the organizations we deal with, the local and wider environments, and the well-being of society at large.
- Contracts will usually be in the form of a detailed proposal, including aims, activities, costs, timescales and deliverables. The quality of our service and the value of our support provide the only true basis for continuity. We always try to meet our clients' contractual requirements, parameters and controls.
- Fees are competitive for what we provide, which is high quality, tailored, specialised service. Wherever possible we agree our fees and basis of charges clearly in advance, so that we and our clients can plan reliably for what lies ahead, and how it is to be achieved and financially justified.
- Hydraulic Analysis Group Limited retain the moral rights in, and ownership of, all intellectual property that we create unless agreed otherwise in advance with our clients. In return, we respect the moral and intellectual copyright vested in our clients' intellectual property.
- We always strive to be fair and objective in our advice and actions, and are not influenced in our decisions, actions or recommendations by issues of gender, race, creed, colour, age or personal disability.

All members of the company are required to work within the framework of this policy, are responsible for carrying out business related activities, services and processes in accordance with the requirements of this policy. Ethical objectives are selected through business risk assessments and progress reviewed through the management review process.

This policy is made available to the organisation via internal office display, internal circulation and to other interested parties via the company website.

This ethical policy is approved by the undersigned representative of top management and is the authoritative document relating to ethical behaviour within the company.



**Andrew Keech**  
**Managing Director**  
**12/01/2022**