

# OUR CODE



# OF CONDUCT



# INTEGRITY

Integrity is the foundation stone on which the company was built. It is the principle that we ask all our internal and external stakeholders to adopt. We deliver what we promise to ensure that our integrity is maintained in the eyes of our stakeholders. To us building a trusting and long-standing relationship is important. We have an open and respectful and honest manner, and we ensure that this reflects in all our internal and external communications and dealings with all stakeholders. In short, our integrity, reputation and trustfulness are paramount to our organisation.

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## Managing Conflicts

WMR is committed to resolve conflicts both internal and external and promotes a working relationship between all internal and external stakeholders to resolve any conflicts if they arise in a manner conducive to the company's ethos of integrity. WMR will not knowingly create, or even appear to create conflict between our own personal interests and that of the company. We will remain neutral in conflicts which arise between parties both internal and external and will resolve these issues in the best most open way possible.

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## Competing Fairly

We believe in competing fairly and believe in an industry such as ours this is the cornerstone of building relationships which stand the test of time. In relationships with competitors, dealers, distributors, suppliers, and customers, we avoid arrangements that restrict our ability to compete with others. We will never enter into a relationship, contract or understanding with competitors which affect the prices of suppliers in an unfair way.

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## International Trade Laws

We are committed to following applicable international trade laws including import and export controls regulations, and compliance with sanctions and anti-boycott laws. Each of us has a responsibility to ensure that we comply with trade laws and regulations in any country where we do business.

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## Financial & Accounting Records

All our stakeholders have a legitimate interest in our company's financial and accounting information. We have policies and procedures in place to ensure that the financial reports that we produce are with integrity. WMR will endeavour to provide financial reports and accounting records in a timely, accurate and understandability of basic information supporting entries to the

company's book of accounts. The same standards of integrity that apply to external financial reporting also apply to the financial statements that are used as internal management tools.

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## Communications

We expect all stakeholders to communicate with each other in a respectful, fair, honest, and open manner. We especially expect this from the employees of WMR. As a company who is represented by our employees both nationally and internationally, we expect communications to be clear, accurate and honest. When we release information in to the public or to the public domain, we will to our best endeavours do this fairly and impartially, without favouring any individual or group.

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## Inside Information

WMR handles all inside information appropriately and lawfully. We define inside information as information that is not known to the public. Such information – certain financial data, technical materials, and future plans for example – may have significant value to others and therefore must be kept strictly confidential. Inside information may be “material” if an investor would consider it important in making an investment decision. Anyone who has “material” inside information about WMR must not use it for personal gain, provide it to others or trade in WMR securities. Additionally, any WMR employee who, as a result of his or her employment, receives material inside information about a third party (including dealers, suppliers, customers, or competitors) must not trade in that company's securities or advise others to do so. We expect all employees, their families and others whose relationships with WMR give them access to inside information to comply with these principles and with WMR's policies regarding insider trading.

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## Payments

WMR refuse to make improper payments. In dealing with public officials, other corporations, and private citizens, we firmly adhere to ethical business practices. We will not seek to influence others, either directly or indirectly, by paying bribes or kickbacks or by any other measure that is unethical or would tarnish our reputation for honesty and integrity. Even the appearance of such conduct must be avoided. We will make certain that all payments made to any outside seller, buyer or other entity is validated and any such transactions that would not conform to our standards of integrity and ethical practices would not be entered into.

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## Risk

Because we realize that business and risk are inseparable, we proactively identify, assess, and manage risks that have the most potential to impact our business. For us, managing risk also involves looking for opportunities for potential competitive advantage.

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# EXCELLENCE

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WMR prides itself on the quality of its products and service, it has made its name in this industry by standing by the quality of products its trades and the service it gives. Everyone who works within WMR is passionate about people, process, product, and service excellence. We are resolute to provide the industry through innovation, continuous improvement, an intense focus on customer needs and a dedication to meet those needs with a sense of urgency. For us, Excellence is not only a value; it is a discipline and a means for making the world a better place.

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## Products and Services

We are dedicated to quality and take personal pride in all the products and services we provide. Our intense, acute focus on the needs of our customers and suppliers continuously drives us to improve. Our continued success depends on exceeding the expectations of our customers/suppliers and standing behind everything we do.

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## Timescale

We have built a reputation for excellence for being able to meet the tight deadlines that are sometimes required in this industry, from collection to delivery we make it our priority to meet the expectations of all our stakeholders. We have done this by listening to our stakeholders, understanding their needs and challenges, and delivering products, services and solutions that help them succeed.

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## Work Environment

WMR employees expect our work environment to promote personal achievement, continual learning, and a feeling of self-worth. We actively seek and share diverse viewpoints to achieve excellence. Employees have the right to express good-faith opinions about how we can improve our own performance and the performance of the company. We actively listen, respond, encourage teamwork, and make decisions based on facts and data.

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## Performance and Reward

WMR selects, places, evaluates and rewards employees based on their personal qualifications, skills for the job, demonstrated performance and the contributions they make to the company.

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# Employee Development

We ask employees to give their best efforts, learn from their successes and setbacks and pursue opportunities to improve their performance on their own initiative. We encourage self-development and will assist employees in mastering their current jobs and improving their job skills. We are committed to assuring opportunities for all employees to develop their abilities and contribute to WMR's success.

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# Enterprise View

Taking an "enterprise point of view" means promoting the best interests of our company as a whole. We strive to ensure local decisions do not put the enterprise at a competitive disadvantage. We must always consider the enterprise when making decisions. Our success requires that we continually leverage entrepreneurial thinking in our individual business units and apply what we learn across the enterprise to make all our products and services better.

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# TEAMWORK

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We are a team, sharing our unique talents and the diverse thinking and decision making of our people strengthens our team. We respect and value people with different opinions, experiences, and backgrounds. We know that by working together, we can produce better results than any of us can achieve alone.

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## Respect & Tolerance

The full value of each individual's contribution can be realized only when we treat one another with the respect, trust, and dignity we ourselves expect. WMR insists on a work environment free of intimidation and harassment. As individual employees, we have the right to expect a positive working environment, along with the responsibility to speak out and ask for change if we observe conduct that runs contrary to this principle.

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## Discrimination

We build and maintain a productive, motivated workforce by treating all employees fairly and equitably. We respect and recognize the contributions of employees as well as other stakeholders. We will select and place employees on the basis of their qualifications for the work to be performed, considering accommodations as appropriate and needed – without regard to race, religion, national origin, colour, gender, gender identity, sexual orientation, age and/or physical or mental disability. We support and obey laws that prohibit discrimination everywhere we do business

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## Inclusive Environment

We embrace diversity and inclusion. We respect the uniqueness of individuals and appreciate our differences. We value the diversity of unique skills, abilities, cultures, and experiences that enable our people to achieve superior business and personal results. We know that when we seek out and are receptive to various points of view, we drive innovative solutions, deliver superior results.

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## Global Standards

As a global company, we understand there are many differing economic and political philosophies and forms of government throughout the world. We acknowledge the wide diversity that exists among the social customs and cultural traditions in the countries in which we operate. We respect such differences and will maintain the flexibility to adapt our business practices to them.

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# Collaboration

The company's strength and longevity are the result of our ability to sustain long-lasting, mutually rewarding relationships with our customers, suppliers, and others with whom we do business. We engage in meaningful dialogue with these stakeholders as well as appropriate governmental and nongovernmental organizations. We listen, learn, and innovate and we continuously work to strengthen these relationships through conscientious, trustworthy behaviour.

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# Business Allies

We seek strong, mutually rewarding business relationships with suppliers who enhance through close collaboration our whole purchase and sales process. We view suppliers as extensions of our company and an essential part of our commitment to quality. We look for suppliers and business allies who demonstrate strong values and commit to the ethical principles in our Code of Conduct. We expect suppliers to comply with the sound business practices we embrace, follow the law, and conduct activities in a manner that respects human rights.

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# SUSTAINABILITY

WMR are committed to building a better world. Sustainability is part of who we are and what we do every single day. We recognize progress involves a balance of environmental stewardship, social responsibility, and economic growth. We consider this as we work toward a vision of a world in which people's basic needs – such as shelter, clean water, education, and reliable energy – are fulfilled. We provide work environments, products, services, and solutions that make productive and efficient use of resources as we strive to achieve our vision. We believe this commitment supports the enduring success of our customers, suppliers, stakeholders, and our people.

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## Health & Safety

We value our people and contribute toward a global environment in which people can live safe, healthy, and productive lives. We put safety first with an aspirational goal to prevent all injuries, occupational illnesses, and safety incidents. Our commitment to safe practices extends throughout from suppliers, customers, stakeholders and to our people.

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## Environmental Responsibility

We focus on improving the quality and efficiency of our operations while reducing our environmental impact. We support environmental stewardship by utilizing business processes that enable waste prevention, improve quality, and promote the efficient use of resources. Our waste prevention efforts are integrated end-to-end across, from suppliers to our customers. We work with them to improve the processes and systems used throughout the recovery, recycling and reuse of our material. We are committed to complying with environmental laws and regulations and expect our suppliers and customers to do the same.

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## Development

Meeting the demands of the increasing global population and improving the standard of living throughout the world will require infrastructure development including access to safe and reliable energy sources. We support balanced and comprehensive policies that promote continued infrastructure development and utilization of all energy resources, including traditional sources of energy as well as alternative and renewable energy technologies.

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## WAIVER

Those in our company who lead others hold a special position of responsibility to set the example of what it means to adhere by WMR's code of conduct. As a result, any waiver of the Code of Conduct for an Executive Officer or Director may be made only by the Director(s) and will be promptly disclosed as required by law or regulation. Waivers of the Code of Conduct for any other employee may be made only in writing and approved by the Director(s).



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