

**CORPORATE SOCIAL RESPONSIBILITY**  
**MISSION STATEMENT**

The Harper Group of companies are committed to ethical behaviour and to sustainable economic development whilst improving the quality of life for their workforce, their families as well as the local community and society at large.

**Ethics Statement**

**1. Clients**

We will serve our clients with honesty, integrity and professionalism. We will provide our services with care, skill, competence and diligence consistent with the best interests of our clients.

**2. Standards of Practice**

We will provide our services in a manner consistent with the established and accepted standards of the profession and with the legislation and regulations which govern its practice. We will avoid conduct that would be considered unethical.

**3. Competition**

We will maintain our professional reputation by competing fairly with our competitors at all times.

**4. Remuneration**

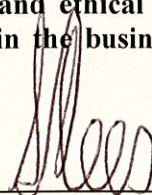
We will negotiate fairly and openly with clients in establishing a basis for remuneration. We will charge fees and expenses that are commensurate with the services to be provided and the responsibilities and risks to be assumed. We will remunerate our staff fairly.

**5. Public Welfare**

We will not tolerate racial, sexual or political discrimination. We will hold the health, safety and welfare of our staff and the public in the highest regard and will seek ways to continuously improve our performance in this arena.

**6. Internal Support**

We will conduct ourselves in the interests of our clients, staff and the wider community. We will actively promote honest and ethical behaviour and will support and protect anyone who "whistle-blow" within the business where illegal or unethical conduct is concerned.



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**Antony. P. Rees**  
**Group Managing Director**

**Dated: 31<sup>st</sup> January 2019**

**Next Review: 31<sup>st</sup> January 2020**