

Ethics Policy



Purpose and Scope

Gemini Print Solutions is committed to responsible corporate behaviour. Through our business practices we aim to protect and promote human rights and basic freedoms for all employees and all those whose work contributes to our success, including workers in our supply chain. This policy reflects our standards on ethical conduct, human rights, labour practices, conflicts of interest, confidentiality, suppliers and anti-bribery.

This policy applies to all employees, contractors, temporary workers, agents, representatives and anyone acting on behalf of the company.

Human Rights

Gemini Print Solutions opposes slavery, forced labour, cruel, inhuman or degrading treatment and any restriction of fundamental freedoms. We support the principles of human rights set out in the Universal Declaration of Human Rights and expect all persons and organisations we work with to do the same.

We will not enter into commercial arrangements with suppliers who do not respect the human rights of their workers or who violate recognised human rights standards.

Core Labour Standards

The company upholds the following labour requirements:

- No child labour.
- No workers under 16 years of age.
- No forced or compulsory labour.
- No person under 18 is employed in hazardous roles.
- No discrimination on age, sex, race, religion, belief, sexual orientation, gender reassignment, marital status or pregnancy.
- Freedom of association and effective recognition of the right to collective bargaining.
- Respect for the rights of indigenous and vulnerable groups.
- Payment of fair wages in accordance with legal standards and industry practice.

Workers must be informed of their terms of employment, pay, working hours, statutory leave entitlements and any overtime arrangements at the start of employment. Harassment, bullying and corporal punishment are prohibited.

Workers' Rights and Equality

Gemini Print Solutions complies with all applicable UK employment legislation. These legal standards are regarded as minimum expectations. Equal treatment and equal pay

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for equal work apply to all employees. Workers are free to join trade unions or staff associations and will not suffer detriment for doing so.

Environmental Ethics

Gemini Print Solutions is committed to keeping our environmental impact to a minimum. We have a separate Environmental Policy that sets out our objectives and legal commitments. At a minimum, we meet all applicable environmental laws in jurisdictions where we operate.

Conflicts of Interest

Trust and confidence are fundamental to our relationships with clients, suppliers and employees. Conflicts of interest can undermine these relationships. Our Anti-Bribery Policy and internal governance procedures include guidelines to minimise conflicts of interest and ensure ethical conduct in decision-making. Employees and representatives are expected to act honestly and within the law at all times.

Information and Confidentiality

Confidential information gained through employment or work with the company must not be used for personal gain or outside the scope for which it was provided. Gemini Print Solutions complies with the UK GDPR and the Data Protection Act 2018 in the handling of personal data.

Suppliers and Partners

Suppliers and partners are expected to uphold ethical and moral standards consistent with this policy. We will review the ethical records of potential suppliers before entering agreements and may request information regarding the production and sourcing of goods. Gemini Print Solutions reserves the right to terminate agreements with partners who breach core ethical principles.

Bribery and Corruption

Gemini Print Solutions is fundamentally opposed to bribery and corruption in any form. The company does not allow the making or acceptance of facilitation payments. Employees and associated persons, including agents, subsidiaries and business partners, must not offer, give, request or receive any bribe. All suspected incidents must be reported under the company's Public Interest Disclosure (Whistleblowing) Policy.

The company adopts the guidance on bribery management issued under Section 9 of the Bribery Act 2010 where practicable. Anyone found guilty of bribery may be criminally liable and subject to disciplinary action, including dismissal. They may also be responsible for related legal or financial consequences.

Reporting and Compliance

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All employees are encouraged to raise concerns about unethical conduct promptly. Reports may be made confidentially under the Whistleblowing Policy. Retaliation against anyone reporting in good faith is prohibited. The company will investigate all reports and take appropriate corrective, disciplinary or legal action.

Review and Update

This policy will be reviewed regularly to ensure it remains up to date, legally compliant and effective as the company grows and business conditions evolve.

A handwritten signature in black ink, appearing to read "Steve Cropper".

Steve Cropper

Director

Updated: 12th January 2026

Next Review Date: 12th January 2027