



Ethics Policy

Nexus' ethical policy outlines the fundamental principles and standards that guide the behaviour and actions of all employees, contractors and stakeholders how Nexus should operate in all aspects of business. We believe that the effective implementation of this policy fosters a culture of ethical behaviour throughout the organisation, sets clear standards for employees and upholds the principles of good corporate governance.

Quality of Services

As part of this ongoing commitment to excellence, Nexus Vehicle Management is dedicated to providing the highest quality vehicle rental business services that consistently meet or exceed customer expectation. By prioritising customer satisfaction and fostering loyalty, we aim to drive strong business performance. In doing so, we will operate in line with the British Vehicle Rental and Leasing Association (BVRLA) Code of Conduct.

Employees

Nexus values its Employees as a key resource. An atmosphere of good employee communication, involvement and responsibility, both individually and as a team, is of central importance. The personal development and optimum use of Employee talent is strongly encouraged. Nexus is committed to the principles of protecting children from child labour exploitation and will not employ any person deemed to be a child in any of its operations.

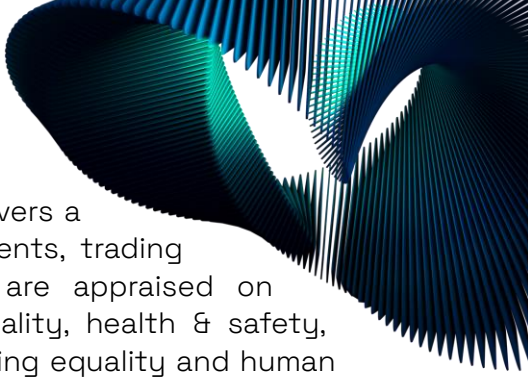
All Nexus employees have an equal opportunity for personal recognition and career development, regardless of personal background or belief. No form of discrimination or harassment will be tolerated. An important part of this policy is recruiting, selecting, rewarding and promoting people who demonstrate entrepreneurial behaviour and show individual initiative in combination with a high degree of knowledge and experience of our products, markets and culture.

Customers

Everyone at Nexus plays a role in ensuring the delivery of high-quality and efficient services to our customers. We believe that integrity, helpfulness and professionalism are essential to building and sustaining successful, long-term business relationships.

Suppliers

Nexus strives to build strong relationships with our suppliers based on mutual trust, ensuring that all interactions are conducted professionally. We undertake to pay our suppliers on time and according to agreed terms. All supplier relationships are evaluated based on our quality management standards, with performance monitored continuously by our operational management team.



Our supplier selection criteria and vendor rating process covers a range of areas, to ensure compliance with legal requirements, trading sustainability, service quality and continuity. Suppliers are appraised on commercial viability and service standards, as well as quality, health & safety, environmental (QHSE) criteria and ethical compliance, including equality and human rights.

Social Responsibility

Nexus is committed to and encourages collaboration with organisations that support Fair Trade and operate non-exploitative employment practices in our own businesses and supply chains throughout our network.

Human Rights

Nexus is committed to the prevention of any violation of established Human Rights of any kind, particularly where child labour, slavery, human trafficking or undesirable forced acts are involved.

Our Supply Chain Management team, led by our Supply Chain Director (a chartered member of the Chartered Institute of Procurement & Supply (CIPS), operates in accordance with CIPS guidelines. All suppliers are regularly audited and their performance is continuously monitored against service delivery KPIs.

Our team works with all suppliers to ensure that legal requirements are met or exceeded and suppliers are encouraged to subscribe to the UK Living Wage standard where possible, with UK minimum wages being the accepted minimum requirement.

Health and Safety

Nexus provide healthy and safe working conditions to all its employees and will do all that is reasonably practicable to:

- Protect the health and safety of its employees and clients, and minimise any adverse effects on the environment;
- Implement working practices to prevent personal injury and damage to property; and
- Make all employees aware of risk assessments and raise awareness of their own responsibilities for the health and safety of themselves and others.

The Environment

Nexus is concerned with the conservation of the environment and recognises that certain resources are finite and must be used responsibly. We will therefore:

- Work with others toward a consensus on environmental quality standards;
- Aim to improve all aspects of the business in respect of environmental issues;
- Pay particular attention to environmental issues including the conservation of energy and natural resources and recycling of waste material; and
- Take social and environmental factors into consideration alongside financial factors in procurement decisions.

Community

Nexus is dedicated to serving and supporting the community in which it operates by delivering services efficiently and profitably, while also providing quality employment

opportunities and working conditions. We will consider the concerns of the wider community including both national and local interests.

Safeguarding of Vulnerable People

Nexus is committed to safeguarding all children, young people and vulnerable adults that come into contact with our services. We will take all reasonable measures to ensure that children, young people and vulnerable adults are protected, in accordance with our Equality Policy, particularly when our staff and associates are involved in the delivery of our services. All suspicions and allegations of abuse will be taken seriously and addressed promptly and appropriately.

Conflicts of Interest

This policy prohibits bribery or political contributions and requires employees to avoid conflicts of interest and to disclose any that may arise. Employees must ensure that their actions remain unbiased by conflicts of interest and must comply with our Anti-Bribery Policy.

Information

Nexus regards information for the purpose of its business as a corporate asset which must be safeguarded against unauthorised access, loss of availability, infringement and improper disclosure. We seek to ensure as far as is reasonably practicable, that this information is protected, in line with our ISO27001 certification. This includes intellectual property, such as innovations, trade secrets, technical information, product design, customers' information, etc.

Furthermore, we commit to taking all reasonable steps to ensure that all our partners, contractors and agents fully comply with the provisions of Data Protection legislation where they are processing any personal data (as defined by the Data Protection Act 2018) on behalf of Nexus or our clients.

Records

Honesty, completeness and accuracy of records is essential to our operations. All transaction records will be maintained in an accurate, complete, transparent and timely manner in accordance with accounting principles. We prohibit the creation or maintenance of any unrecorded funds or assets.

Signed,
Scott Haddow
CEO



Dated 27 February 2025