

Ethical Engagement Policy

James Gray Associates Ltd is committed to conducting our business in an ethical and responsible manner. We recognise that our clients may come from a wide range of industries, including those that are considered controversial, such as gambling or military defence.

To ensure our commitment to ethical and responsible business practices, we have established a policy for working with companies in controversial industries. This policy applies to all employees, contractors, and stakeholders of James Gray Associates Ltd involved in project evaluation and decision-making processes.

Case-by-Case Evaluation

James Gray Associates Ltd adheres to a case-by-case approach when considering projects from clients in controversial industries. We will carefully evaluate each project to determine whether it aligns with our values and our mission of contributing to the betterment of humanity.

When assessing a project, we will consider the ethical implications of working with that particular client. We will take into account the potential impact of the project on society, the environment, and human rights and review any potential risks.

We are committed to maintaining transparency in our decision-making process. If we decide to work with a client in a controversial industry, we will disclose this information to our employees and others as appropriate.

Legal and Regulatory Compliance

Projects must comply with all relevant laws and regulations. Any involvement in illegal activities is strictly prohibited.

Decision-Making Process

The Senior Leadership Team are responsible for evaluating the proposed engagement from a business operating in a controversial industry. The Senior Leadership Team may seek input from relevant stakeholders, including employees and external advisors, to ensure a well-rounded evaluation as and where needed.

The Senior Leadership Team will assess each project using the principles mentioned above, considering the ethical, legal, and reputational aspects, as well as the potential impact on society and humanity. Based on the evaluation, the Senior Leadership Team will make a decision whether to accept or reject the project.

Review and Amendment

This policy will be reviewed periodically to ensure it remains aligned with our company's mission and values. Amendments may be made to the policy as needed to address changing circumstances or to enhance ethical considerations.