Business Ethics Statement

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Our approach to doing business

Production Bureau Limited (“Pb”) is committed to conducting business with the highest standards of ethical conduct, integrity, and professionalism, both in the UK and internationally. We act responsibly and transparently in all our dealings and strive to build trusted, long-term relationships with our clients, suppliers and business partners.



Legal and Regulatory Compliance

Pb takes its legal and regulatory responsibilities seriously. We comply with all relevant requirements for our work in the UK and abroad, and we keep our policies and processes under regular review to ensure they reflect current best practice. Acting lawfully, ethically, and with integrity is central to how we do business.



Responsible Business and ESG

Pb recognises the importance of responsible and sustainable business practices. We take our Environmental, Social, and Governance (ESG) responsibilities seriously and engage annually with EcoVadis to benchmark performance, support continuous improvement, and inform our future priorities.



Standards of Conduct

All employees and workers are expected to always act professionally and ethically in accordance with Pb’s policies, procedures, codes of conduct and our employee handbook. This includes maintaining respectful, constructive and courteous relationships with colleagues, clients, suppliers and partners.



Respect, Equality and Inclusion

Pb is committed to fair and respectful treatment in the workplace and in all business relationships. We do not tolerate bullying, harassment, discrimination, or victimisation, and we promote equality of opportunity and inclusion across our operations.

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Anti-Bribery and Anti-Corruption

Pb has a zero-tolerance approach to bribery, fraud, and corruption. Business decisions must always be made on merit. Gifts or hospitality must not influence, or appear to influence, commercial decisions. Any gifts received are declared and either returned or retained dependent on the monetary or perceived value.



Data Protection and Confidentiality

Pb places great importance on protecting the confidentiality and integrity of information entrusted to us. We comply fully with data protection legislation and ensure that personal and confidential data is handled securely, for legitimate purposes, and in line with our contractual and legal obligations.



Speaking Up

Pb encourages the raising of genuine concerns relating to unethical, unlawful, or unsafe behaviour. All concerns are treated seriously and investigated appropriately. Our Whistleblowing Policy is provided during our onboarding process across the business and is available on Pb communication channels. External parties can contact us by emailing reportaconcern@productionbureau.com



Governance and Oversight

This statement is supported and embedded across the business through:

- Consistent application of company policies and procedures
- Proportionate and relevant employee training
- External benchmarking and accreditation
- Annual independent financial audits
- Collaboration with our supply chain to promote ethical standards

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