



Solder Ring Fittings

# Introducing Brymec Solder Ring Fittings

We produce an extensive range of top quality pre-soldered Copper Solder Ring capillary fittings – providing the installer with confidence that the pipework system will perform to the highest standard. All fittings conform to BS EN1254-1:1998 and are guaranteed against manufacturing defects for 25 years. For full traceability all of our fittings are etched or stamped Brymec unique branding; together with the EN specification reference and fitting size where space permits. Our range covers sizes from 15mm to 54mm and also 67mm in certain fittings.

Our Solder Ring fittings come with pre-applied solder which at melting point will flow under capillary action to create a simple and secure connection. No additional solder is required.

#### Fitting Specifications

#### Working Temperatures & Pressures:

- 30°C 16 Bar
- 99°C 16 Bar
- 110°C 6 Bar

#### **Applications:**

• Potable Water, Hot and Cold water services, Oil & Gas

#### **Standards & Approvals:**

- Pres Soldered Capillary Solder Ring fittings to BS EN1254-1:1998
- Material Cu-DHP / TP2 / CW024A / C12200
- Suited for Plumbing Copper Tube to BS EN1057 TX & LX
- Temper to EN1173 HH (250) & H (290)
- WRAS approved
- Guaranteed 25 years

#### **Additional Requirements**

• For other closed or open system configurations please contact Brymec technical for specific advice.

## **Contents**

Features and Benefits	4
Brymec Solder Ring Fitting Range	5
Terms of Business	9
Quality Policy	11
Ethical Policy - Sourcing	12
Business Ethics Policy	13

## Features and Benefits

#### **Brymec Product Quality**

- Time saving product which reduces time on site
- Pre-soldered fittings increase the certainty of the joint
- Solder Ring Capillary Fittings Available in sizes 15 54mm
- Manufactured from copper Cu-DHP / TP2 / CW024A / C12200
- Suitable for use on hot and cold potable water systems, gravity fed or pressurised unvented heating systems, gas installation pipework and drainage & rainwater applications.

We offer a 25 year warranty with our Copper Solder Ring Fittings.

Please call 0333 000 55 55 for more information.

Our Solder Ring range has been carefully designed and selected to meet the highest quality standards. Products undergo stringent testing in compliance with our ISO 9001:2015 Quality Management System.



- Pre-soldered capillary fitting
- Suitable for standard metric copper pipes
- WRAS Approved
- Material Cu-DHP / TP2 / CW024A / C12200
- Conforms to BS EN 1254-1:1998





Pre-soldered copper fittings to BS EN 1254-1:1998 for potable water, heating / cooling circulation systems and gas / oil supply using BS EN 1057 copper pipe.

#### **Couplers**





#### Reducing Coupler (CxC)

SIZE

22mm x 15mm



STOCK NO.

30390



**PACK QTY** 

25

STOCK NO.	SIZE	PACK QTY
30289	15mm	25
30290	22mm	25
30291	28mm	10
30292	35mm	5
30293	42mm	5
30294	54mm	1
30295	67mm	1

#### 90° Elbows





STOCK NO.	SIZE	PACK QTY
30320	15mm	25
30321	22mm	25
30322	28mm	10
30323	35mm	10
30324	42mm	5
30325	54mm	1
30326	67mm	1

#### **Fitting Reducers**





STOCK NO.	SIZE	PACK QTY
30374	22mm x 15mm	25
30375	28mm x 15mm	10
30376	28mm x 22mm	10
30377	35mm x 15mm	5
30378	35mm x 22mm	5
30379	35mm x 28mm	5
30380	42mm x 15mm	5
30381	42mm x 22mm	5
30382	42mm x 28mm	5
30383	42mm x 35mm	1
30384	54mm x 22mm	1
30385	54mm x 28mm	1
30386	54mm x 35mm	1
30387	54mm x 42mm	1

#### 45° Elbows





STOCK NO.	SIZE	PACK QTY
30331	15mm	25
30332	22mm	25
30333	28mm	10
30334	35mm	10
30335	42mm	5
30336	54mm	1
30337	67mm	1

#### 90° Street Elbows





#### **Reducing Tees**



STOCK NO.	SIZE
30393	15mm
30394	22mm
30395	28mm

#### **Equal Tees**





STOCK NO.	SIZE	PACK QTY
30345	15mm	25
30346	22mm	25
30347	28mm	10
30348	35mm	5
30349	42mm	2
30350	54mm	1
30351	67mm	1

STOCK NO.	SIZE	PACK QTY
30423	15mm x 15mm x 22mm	10
30424	22mm x 15mm x 15mm	10
30425	22mm x 15mm x 22mm	10
30426	22mm x 22mm x 15mm	5
30427	22mm x 22mm x 28mm	10
30429	28mm x 15mm x 15mm	10
30430	28mm x 15mm x 28mm	10
30431	28mm x 22mm x 15mm	10
30432	28mm x 22mm x 22mm	10
30433	28mm x 22mm x 28mm	10
30434	28mm x 28mm x 15mm	10
30435	28mm x 28mm x 22mm	10
30436	35mm x 35mm x 15mm	5
30437	35mm x 35mm x 22mm	5
30438	35mm x 35mm x 28mm	5
30439	42mm x 42mm x 15mm	5
30440	42mm x 42mm x 22mm	5
30441	42mm x 42mm x 28mm	5
30442	42mm x 42mm x 35mm	5
30443	54mm x 54mm x 22mm	5
30446	54mm x 54mm x 28mm	5
30447	54mm x 54mm x 35mm	5

#### Male Iron Couplers



STOCK NO.

30297

30312

30313

30314

30315

30316

SIZE

15mm x 1/2"

22mm x 3/4"

35mm x 1 1/4" 42mm x 1 1/2"

28mm x 1"

54mm x 2"



Wallp	late	Stra	ig	ht
-------	------	------	----	----





STOCK NO.	SIZE	
30413	15mm x 1/2"	

#### **End Caps**





#### Female Iron Couplers





STOCK NO.	SIZE
30359	15mm
30360	22mm
30361	28mm
30362	35mm
30363	42mm
30364	54mm

# STOCK NO. SIZE 53748 15mm x 1/2" 53749 22mm x 3/4" 53750 28mm x 1" 53751 35mm x 1 1/4" 53752 42mm x 1 1/2" 53753 54mm x 2"

#### Straight Tap Connectors





STOCK NO.	SIZE
30415	15mm x 1/2"
30416	15mm x 3/4"
30417	22mm x 3/4"

#### Male Iron Elbow

15mm x 1/2"



STOCK NO.

53723



## Bent Tap Connectors





STOCK NO.	SIZE	
30408	15mm x 1/2"	
30409	22mm x 3/4"	

#### Male Iron Unions -Flat Faced Seal





#### Female Iron Unions -Flat Faced Seal





STOCK NO.	SIZE	STOCK NO.	SIZE
53880	15mm x 1/2"	53888	15mm x 1/2"
53881	22mm x 3/4"	53889	22mm x 3/4"
53882	28mm x 1"	53890	28mm x 1"
53883	35mm x 1 1/4"	53891	35mm x 1 1/4"
53884	42mm x 1 1/2"	53892	42mm x 1 1/2"
53885	54mm x 2"	53893	54mm x 2"

#### **Pipe Cowls**





STOCK NO.	SIZE	
30282	15mm	
30283	22mm	
30283	22mm	

## Terms of Business – Sales

#### 1. BACKGROUND

- 1.1 These Terms apply to the Contract between Brymec and the Customer for the sale of Brymec Products. Any other terms, whether implied by custom or practice, or which the Customer may seek to include, are specifically excluded.
- 1.2 Capitalised words (such as 'Contract'), have a specific meaning which is set out in 12 below.

#### 2. CONTRACT TO BUY PRODUCTS

- 2.1 The Products are described on Brymec's website and in its catalogue. Specifications for Products are subject to change, in which case, Brymec will endeavour to supply an equivalent or suitable alternative.
- 2.2 When the Customer wishes to place an order for Products, it will provide a purchase order to Brymec. If Brymec accepts such order, it will issue an Order Acceptance to the Customer, at which point the Contract shall come into existence.
- 2.3 The Customer is responsible for ensuring that the details in the Order Acceptance are complete and accurate

#### 3. DELIVERY

- 3.1 Each delivery of the Products will be accompanied by a delivery note that shows the date of the Order Acceptance, the relevant Brymec reference number, and the type and quantity of the Products.
- 3.2 Brymec shall deliver the Products to the Delivery Location at any time after Brymec notifies the Customer that the Products are ready.
- 3.3 Delivery is completed on the completion of unloading of the Products at the Delivery Location (and, if applicable, Signed For.)
- 3.4 Any dates quoted for delivery are approximate only, and the time of delivery is not of the essence. Brymec shall use all reasonable commercial efforts to meet any specific delivery dates. However, Brymec will not be liable for any delay in delivery of the Products.
- 3.5 If Brymec fails or is unable to deliver the Products for any reason (except for an Unforeseen Event), its liability shall be limited to the costs and expenses incurred by the Customer in obtaining replacement Products of similar description and quality in the cheapest market available, less the price of the Products. Brymec shall have no liability for any failure to deliver the Products to the extent that such failure is caused by an Unforeseen Event, or the Customer's failure to provide Brymec with adequate delivery instructions or any other instructions that are relevant to the supply of the Products.
- 3.6 Brymec may deliver the Products by instalments, which shall be invoiced and paid for separately. Any delay in delivery or defect in an instalment shall not entitle the Customer to cancel any other instalment

#### 4. QUALITY

4.1 Brymec warrants that, on delivery, the Products shall conform in all material respects with their description and any applicable Specification. For products sold by weight, or in the manufacturer's packaging, Brymec may supply quantities of up to 5% more or less than the amount ordered.

- 4.2 Subject to 4.3 below, if i) the Customer gives notice in writing to Brymec within 2 business days of delivery that the Products do not comply with the Specification, and ii) Brymec is given a reasonable opportunity to examine such Products, and iii) the Customer returns such Products to Brymec's place of business at the Customer's cost, Brymec shall, at its option, replace the defective Products or refund the price of the defective Products in full.
- 4.3 Brymec shall not be liable for the Products' failure to comply with the warranty set out in clause 4.1 if: i) the Customer makes any further use of such Products after giving notice under 4.2 above; ii) the defect arises because the Customer failed to follow good trade practice or instructions as to the storage, commissioning, installation or use of the Products; or iii) the Customer alters or attempts to repair such Products.
- 4.4 Other than as set out above, Brymec shall have no liability to the Customer in respect of the Products' failure to comply with the warranty set out in clause 4.1.

#### 5. TITLE AND RISK

- 5.1 The risk in the Products shall pass to the Customer on completion of delivery.
- 5.2 Title to the Products shall not pass to the Customer until the earlier of: i) Brymec receives payment in full for the Products; and ii) the Customer resells the Products, in which case title to the Products shall pass to the Customer at the time specified in 5.4 below.
- 5.3 Until title to the Products has passed to the Customer, the Customer shall store the Products separately from all other products held by the Customer so that they remain readily identifiable as Brymec's property, maintain the Products in satisfactory condition, and keep them insured against all risks for their full price from the date of delivery.
- 5.4 The Customer may use or resell the Products before Brymec receives payment for the Products, in which case it does so as principal and not as Brymec's agent, and title to the Products shall pass from Brymec to the Customer immediately before the time at which such reuse or resale by the Customer occurs.

#### 6. PRICE AND PAYMENT

- 6.1 The price of the Products shall be the price set out in the Order Acceptance issued by Brymec. Brymec may, by giving notice to the Customer at any time up to delivery, increase the price of the Products to reflect any increase in the cost of the Products that is due to i) any factor beyond Brymec's control (including foreign exchange fluctuations, increases in taxes and duties, and increases in labour, materials and other manufacturing costs), or ii) any request by the Customer to change the delivery date(s), quantities or types of Products ordered, or the Specification.
- 6.2 The price of the Products excludes amounts in respect of value added tax (VAT), which the Customer shall additionally be liable to pay.
- 6.3 Unless otherwise stated on the Order Acceptance, Brymec shall be responsible for the cost of insurance and transport of the Products to the Delivery Location.
- 6.4 Brymec may invoice the Customer for the Products on or at any time after the Products have been despatched.

## Terms of Business – Sales

- 6.5 Unless otherwise stated in the Order Acceptance, the Customer shall pay the invoice in full and in cleared funds by the end of the month following the month the invoice was dated to the bank account nominated by Brymec. Time for payment is of the essence.
- 6.6 If the Customer fails to make any payment due to Brymec under the Contract by the due date for payment, then Brymec shall be entitled to charge interest on the overdue amount at the rate of 4.0% per annum above the base rate from time to time of the Bank of England. Such interest shall accrue on a daily basis from the due date until actual payment of the overdue amount, whether before or after judgment. The Customer shall pay the interest together with the overdue amount.
- 6.7 The Customer shall pay all amounts due under the Contract in full without any set-off, counterclaim or deduction. Brymec may set off any amount owing to it by the Customer against any amount payable by Brymec to the Customer.

### 7. LIMITATION OF LIABILITY AND INSURANCE

- 7.1 Nothing in these Terms shall limit or exclude Brymec's liability for: (i) death or personal injury caused by its negligence; ii) fraud or fraudulent misrepresentation; iii) breach of the terms implied by section 12 of the Sale of Products Act 1979; or defective products under the Consumer Protection Act 1987.
- 7.2 Subject to 7.1 above, Brymec shall under no circumstances whatsoever be liable to the Customer, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, for any loss of profit, or any indirect or consequential loss arising under or in connection with the Contract; and
- 7.3 Brymec has obtained insurance cover in respect of its own legal liability for individual claims not exceeding £1,000,000 per claim. Therefore, Brymec's total liability to the Customer in respect of all other losses arising under or in connection with the Contract, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, shall in no circumstances exceed £1,000,000, and the Customer is responsible for making its own arrangements for the insurance of any excess loss.

#### 8. UNFORESEEN EVENTS

Neither party shall be in breach of this Contract nor liable for delay in performing, or failure to perform, any of its obligations under this Contract if such delay or failure results from an Unforeseen Event. If the period of delay or non-performance continues for three months, the party not affected may terminate this Contract by giving one months' written notice to the affected party.

#### 9. GENERAL

9.1 Assignment. The Customer may not assign, transfer, mortgage, charge, subcontract or deal in any other manner with any or all of its rights or obligations under the Contract without Brymec's prior written consent.

- 2.2 Confidentiality. Each party undertakes that it shall not at any time during this agreement, and for a period of 5 years after termination of this agreement, disclose to any person any confidential information concerning the business, affairs, customers, clients or suppliers of the other party, except as permitted by this paragraph. Each party may disclose the other party's confidential information:

  (i) to its employees, officers, representatives or advisers who need to know such information for the purposes of carrying out its obligations under or in connection with the Contract; and (ii) as may be required by law. No party shall use any other party's confidential information for any purpose other than to exercise its rights and perform its obligations under or in connection with this agreement.
- 9.3 Entire agreement. This Contract constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements and understandings between them, whether written or oral, relating to its subject matter. Each party agrees that it shall have no remedies in respect of any statement, representation, assurance or warranty (whether made innocently or negligently) that is not set out in this agreement.
- 9.4 Variation. No variation of this Contract shall be effective unless it is in writing and signed by the parties (or their authorised representatives).
- 9.5 Third party rights. No one other than a party to this Contract shall have any right to enforce any of its terms.
- 9.6 Law and jurisdiction. The Contract, and any dispute or claim arising out of or in connection with it shall be governed by and construed in accordance with the law of England and Wales. Each party agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim arising out of or in connection with this Contract.

#### 10. DEFINITIONS:

- 10.1 Brymec: Brymec Limited, whose registered office is at Unit C, Redlands, Coulsdon, Surrey, CR5 2HT.
- 10.2 Terms: the terms set out in this document.
- 10.3 Contract: the contract between Brymec and the Customer for the sale and purchase of the products in accordance with these terms
- 10.4 Customer: the business or person who purchases the Products from Brymec.
- 10.5 Delivery Location: the location for delivery of the Products set out in the Order Acceptance, or such other location as the parties may agree.
- 10.6 Order Acceptance: a form issued by Brymec in response to a Customer's order for Products, specifying Product details, quantities, prices and costs of transportation.
- 10.7 Products: the products (or any part of them) set out in the Order Acceptance.
- 10.8 Signed For: a Customer requirement stated in the Order Acceptance that a delivery of Product must be signed for at the Delivery Location.
- 10.9 Specification: any specification for the Products set out on Brymec's website or in its catalogue.
- 10.10 Unforeseen Event: an event or circumstance beyond a party's reasonable control.

## **Quality Policy**

Brymec Ltd (the 'Organisation') aims to provide defect free products and services to its customer on time and within budget.

The Organisation operates a Quality Management System that has gained BS EN ISO 9001: 2015 certification, including aspects specific to the stockholding and supply of mechanical, plumbing and air conditioning products and services.

This gives us a platform to guarantee a structured approach to our continuous improvement cycle, and ensures we continue to meet and exceed the following key goals:

- Excellence of service to our customers, delivering on site, in full, on time; in the relentless pursuit of total customer satisfaction.
- Offering quality products and systems. We work with worldwide manufacturing plants (in line with our social and ethical policy) to source the best products for the UK market. We ensure that the products are fit for purpose and comply with the relevant approvals and standards. We also research and develop innovative solutions which will add value to our customers, developers and end users.
- To motivate, engage and continuously develop our team by providing training, coaching, knowledge sharing and investment to ensure their absolute competence.
- To continue to invest in technology, working to understand customers' needs and streamline their buying processes to maximise efficiencies via modern technology.

This quality policy is endorsed and regularly reviewed by our Senior Management Team, and its scope is communicated to all Brymec employees via our website and other appropriate methods.

Our vision is to become an essential and indispensable supplier to the Building Services Contractor by providing excellence of service, quality products and continually investing in technology.

In order to achieve our vision, we ensure Brymec is an organisation where people love to work, upholding our core values of excellence, courage, integrity and collaboration to actively engage our team in contributing towards providing the highest level of customer satisfaction.

#### Luke Reiner

Managing Director

## **Ethical Policy - Sourcing**

At Brymec we recognise the importance of credibility, integrity and trustworthiness in our success as a business. We are committed to upholding high ethical standards in all our operations, everywhere in the world. We believe in the principles of honesty, fairness, and respect for individual and community freedoms. The ethics of our UK operations are demonstrated through responsible:

- business processes
- corporate governance
- custom and practice
- · quality management
- safe working practices
- corporate social responsibility
- facility management
- equality & diversity
- anti-bribery & corruption
- employee care

The Ethical Trading Initiative Code forms the basis of this policy.

Additionally, as we expand our network of suppliers to source products globally, it is increasingly necessary to ensure that the organisations that we undertake business with also meet our expectations of standards of supply.

As a minimum Brymec Ltd expects its supply partners to comply with all local laws and regulations and to respect internationally recognised human and labour rights as well as international initiatives for climate change.

In particular we require that suppliers ensure:

- Working hours and remuneration are reasonable and meet the required local wage and working time laws
- Working conditions are safe and hygienic
- No discrimination is practised
- Employment is freely chosen
- Children are not employed, and local minimum age rules are in place
- Freedom of Association and the right to collective bargaining are respected
- No improper advantage, including the payment of bribes.
- Packaging and waste are subject to recycling and safe disposal guidelines
- That all sourcing of materials and manufacturing processes are subject to sustainability and renewability rules

Brymec carry out initial assessments and, on agreeing terms of business, provide the criteria against which the company has been measured by way of regulating ongoing requirements.

Brymec then carry out periodic on-site audits to ensure that compliance is maintained

Brymec will work with its suppliers to guide and advise them in maintaining and improving required levels of environmental standards.

The Brymec Sourcing Director has responsibility for this policy and will report to the management meetings on any issues arising.

A copy of the full Ethical trading initiative can be found at **www.ethicaltrade.org**.

## **Business Ethics Policy**

#### **PURPOSE**

This policy has been created to provide a framework and guidance on the company's approach to achieving and maintaining good business behaviour by means of sound ethical conduct. It serves to ensure that all employees are aware of their individual and collective responsibilities with regards to the company's ethics, and to emphasise our employees' and customers' expectations to be being treated fairly and in accordance with good business practices.

All employees are responsible for reading this document in its entirety and for ensuring that they comply with all the policy requirements as stated within this document.

All employees are responsible for complying with the company's Anti-Bribery Policy as stated within this document.

The purpose of this ethics policy is to maintain a culture of openness, trust and integrity in the company's business practices. Effective ethics is a 'team effort' involving the participation and support of every Brymec employee.

#### **DEFINITION**

It is important to Brymec that we treat all customers, suppliers and employees ethically. This means we have standards and values that are key to us – and these must be adhered to in all of our interactions.

Brymec will not tolerate any wrongdoing or impropriety at any time. The company will take the appropriate measures and act quickly where the 'ethical code' is broken.

#### **OUR ETHICAL STANCE**

Brymec's Board and Senior Management commitment to Ethics:

- that integrity is one of the company's core values
- to set and lead by example
- in any business practice, honesty and integrity are of the highest importance
- to provide a fair and reasonable working environment for all employees relating to conditions and contracts
- to have an open-door policy and welcome suggestions and concerns from all employees, creating an environment that will allow employees to feel comfortable discussing any issues and will serve to alert Directors and SMT to concerns within the company

#### **BRYMEC EMPLOYEE'S COMMITMENT TO ETHICS:**

- to disclose any conflicts of interest regarding their position with the company
- to engage in carrying out the company's mission in a professional manner and in line with the core values of the company which includes integrity
- to recognise that the main function of the company is at all times to serve the best interests of our current and future customers, and to do this with respect, concern and courtesy
- to treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices
- to treat all persons with respect and consideration, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin
- to demonstrate the highest standards of personal integrity, truthfulness and honesty in all activities in order to inspire confidence and trust in such activities, both internally and externally
- to strive for personal and professional excellence
- to conduct themselves at all times with professional competence, fairness and impartiality

#### **COMPANY'S COMMITMENT TO ETHICS:**

- to hold paramount the safety, health and welfare of the public in performance of the company's professional duties
- to keep the local communities informed about issues which may affect them
- to collaborate with and support partners in carrying out the company's mission in line with the company's ethics policy
- to build professional reputation on the merit of our capabilities and refrain from competing unfairly with others
- not to engage in any business practice or process or with any entity, including potential customers or suppliers who do not match the Company's ethical standards

## **Business Ethics Policy**

#### **ANTI-BRIBERY POLICY**

Brymec values its reputation for ethical behaviour and for financial probity and reliability. It recognises that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. Its aim therefore is to limit its exposure to bribery by:

- setting out a clear anti-bribery policy;
- establishing and implementing anti-bribery procedures as appropriate;
- communicating this policy and any relevant procedures to employees and to others who will perform services for Brymec Limited;
- undertaking appropriate due diligence measures before engaging others to represent Brymec in its business dealings;
- monitoring and reviewing the risks and the effectiveness of any antibribery procedures that are in place.

Brymec prohibits the offering, giving, solicitation or acceptance of any bribe (whether cash or other inducement):

to or from any person or company (wherever they are situated and whether they are a public official or body or private person or company)

- by any individual employee, agent or other person or body acting on behalf of Brymec Limited
- in order to gain any commercial, contractual or regulatory advantage for Brymec in a way that is unethical
- in order to gain any personal advantage (pecuniary or otherwise) for the individual or anyone connected with the individual

This policy prohibits any inducement that results in a personal gain or advantage to the recipient or any person or body associated with them, and which is intended to influence them to take action that may not be solely in the interests of Brymec or of the person or body employing them or whom they represent.

#### **GOVERNANCE**

#### **Induction process**

All employees must be introduced to the ethical stance and values of the organisation during the induction process. Line managers are responsible for ensuring that this has happened, and that employees have understood all aspects of the ethical stance.

#### Interactions with customers and suppliers

All interactions with customers and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

#### **Product development**

The development of all products and services within the organisation must be carried out within the guidelines set by the ethical stance.

#### Communication

All communications from the organisation must adhere to the ethical stance as set out in this policy.

#### Review

Should an employee be in any doubt about a relevant course of action, require clarification on a particular issue, or want to report a potential breach of Brymec's ethical code, they should report directly to their line manager or Senior manager. The topic/issue will then be dealt with as quickly and efficiently as possible, and by MD if appropriate.

This policy will be held by the Head of HR on behalf of Brymec's board and will be reviewed annually to ensure that it remains relevant, both internally with all employees and externally regarding changing social and moral attitudes and business best practice.



