



Westmoreland Mechanical Testing & Research, Ltd.

19 Wildmere Road

Banbury, Oxfordshire OX16 3JU, U.K.

Telephone: +44 (0) 1295 261211

Website: www.wmtr.co.uk

Fax: +44 (0) 1295 263096

Standards of Business Conduct

Our goal is to make a profit by supplying our customers with the best possible mechanical and analytical testing services available, at fair value, in a manner which enriches the lives of our stakeholders and their families. To achieve that goal, WMT&R Ltd is committed to the support, encouragement, and the execution of our Standards of Business Conduct as defined below.

EXCELLENCE

We believe that the attribute of excellence in our methods, people performance, instrumentation, and innovation is a journey and never a destination.

We set aggressive goals in areas of customer service, quality of testing, timeliness of reporting results, and innovative solutions. WMT&R Ltd is resolved to remain ahead of the global competition in mechanical and analytical testing and realises that we must continuously set goals and objectives beyond the imagination of our competitors.

CUSTOMER

We are committed to being a competitive asset to our customers, for without them, we are a business without purpose.

We realise that only by exceeding our customer's expectations for turnaround time and quality can we expect to earn their long-term loyalty.

We continuously communicate throughout our organisation that we will endeavour, as best as we can, to earn the trust and confidence of our customers through every contact between us.

PEOPLE

WMT&R encourages its people, at all levels, to create their own opportunities for personal and professional growth within the organisation.

We return value to the community where we work and live through leadership, sponsorship, and the encouragement to maintain an appropriate balance in our professional and family lives.

We seek to improve the effective performance at all levels of the organisation through the educational opportunities, training, and providing a quality work environment and the use of a professional Code of Ethics that encourages innovation without exploitation or the use of markets/suppliers where their ethics are considered to be inappropriate for a business such as WMT&R (International) UK & USA.

ETHICS

We challenge our policies, procedures, methods, actions and directives to ensure, "in black or white" that they are safe, lawful, moral and ethical to the highest professional and public standards.

WMT&R (International) UK & USA recognises its leadership role in the testing industry, and as such, seeks to create a high bar for business ethics.

We keep our word; our handshake is binding.

Alan Cooper
Managing Director
WMT&R Ltd