Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

RSP is committed to conducting business in a way that demonstrates high ethical standards, and in accordance with applicable laws and industry best practice. The company makes the following commitments:

1. We will require our employees to practice fairness and openness in all dealings with each other, and with clients and suppliers.

2. We will select employees and suppliers based on merit and qualification. Any party in contact with RSP in any way will be treated with dignity and respect.

3. We will not be a party to any unlawful or corrupt business practice including the use of bribery. This includes the offering, promising, or giving a bribe to another person and requesting, agreeing to receive, or accepting a bribe from another person.

4. We will avoid situations that may result in a conflict of interest either for the company of for any of its employees;

5. We will take appropriate action to reduce any adverse influence that company activities may have on the health, safety and welfare of its employees, clients, and suppliers, and on the environment in which it conducts its business;

6. We will respect the personal privacy of all individuals with whom we conduct business and protect privacy in appropriate ways. RSP will only use and collect personal information in accordance with the company **RSP HF22001 Data Privacy Notice**, and as required under the **Data Protection Act 2018/UK General Data Protection Regulation (GDPR) 2018;**

7. We will maintain the confidentiality of all business information acquired from its clients and suppliers in harmony with the **RSP Data Privacy Notice**, the **Data Protection Act 2018/UK General Data Protection Regulation (GDPR) 2018.**

All RSP employees are responsible for ensuring that the **Bribery Act 2010** and this policy are adhered to.

The RSP Management Team are responsible for ensuring that it is possible to maintain the principles as described in this policy and current legislation and reviewing the policy on an annual basis. The policy will also be reviewed following any major organisational changes, if an incident/event occurs, or if a report is received that impacts upon the company's quality management system.

Andrew Billson
Managing Director
1st January 2026

©2026 Rail Signalling & Power Ltd