

ETHICS & CODE OF CONDUCT POLICY

The company is committed to encouraging and maintaining good employee relations, which fosters and contributes to a workplace environment where individuals feel safe and can work competently and confidently.

All employees and those dealing with the company must maintain good working relationships. Harassment, including but not limited to disability, gender, marital status, sexual orientation, age, creed, colour, or ethnic origin, will not be tolerated. Everyone has the right to be treated with consideration, fairness, dignity, **and respect!**

Furthermore, the company will not engage in business dealings with any individual or organisation that fails to uphold the human rights of its workers or infringes upon the rights of those affected by the company's activities.

STATEMENT

Scope

This Policy outlines the principles that guide our daily operations and establishes how we expect management, employees, service providers, clients, visitors and Company representatives to act in accordance with the law and applicable Company policies, procedures and guidelines.

This Policy does not discriminate at any level and applies **equally to all** company associates.

Equal Opportunities

We are committed to ensuring equal opportunity and fairness for everyone, regardless of race, religion and belief, social origin, gender, physical disability, age, or sexual orientation, in hiring, promotion, professional training, employment conditions, working conditions, and social protection.

Human Trafficking and Modern Slavery

We are committed to preventing human trafficking and modern slavery in all aspects of our operations and supply chains. We will proactively identify, address, and eliminate any associated risks.

Workers' Rights

We are committed to upholding and promoting workers' rights, including fair wages, safe working conditions, freedom of association, and the right to non-discrimination, as defined by legislation and labour standards.

Harassment and Bullying

All employees have the right to work in an environment where their dignity is respected and they are free from harassment and bullying. We are committed to eliminating intimidation in any form.

Conflicts of Interest

We require all employees and stakeholders to avoid actual, potential, or perceived conflicts of interest and to disclose any personal, financial, or professional interests that may compromise—or appear to compromise—their objectivity or integrity in decision-making.

Child Labour

We strictly prohibit the use of child labour in any part of our operations or supply chains. We are dedicated to ensuring that all work is conducted in compliance with applicable child labour laws and international standards.

Responsibility

Company management and Masters are accountable for ensuring that the standards set forth by this Policy are communicated to all employees and that their conduct sets a good example.

Everyone is responsible for their behaviour and ensuring that their conduct follows communicated principles. In addition, each person is responsible for reporting any bullying or harassment they witness or that comes to their attention.

Under no circumstances shall any form of retaliation be accepted against any employee who, in good faith, makes any complaint against any other person or persons regarding discrimination or harassment.

Violations

Adherence is mandatory, and any violation of this Policy and associated documented procedures may lead to disciplinary action or legal consequences.

Any service providers, clients, or visitors failing to cooperate with the company in this regard may be removed from the company premises and denied future entry.

Continuous Improvement

Senior management reviews this Policy annually and revises it as necessary to reflect changing operational conditions, new technology, government policies and legislation.