

# Code of Conduct

## **Anti-Corruption**

We are committed to conducting our business free from corruption, bribery, and unethical practices. We strictly prohibit offering, giving, or accepting bribes, kickbacks, or any other form of corrupt behavior. We adhere to all applicable anticorruption laws and regulations.

## Community

We strive to be responsible corporate citizens by actively engaging with and contributing to the communities where we operate. We support initiatives that enhance the well-being and development of these communities.

### Environment

We are dedicated to minimizing our environmental impact and promoting sustainability. We comply with environmental laws and regulations, conserve resources, reduce waste, and continuously seek ways to reduce our carbon footprint.

#### Ethics

Ethical behavior is the cornerstone of our company culture. We expect all employees to act with honesty, transparency, and fairness in all business dealings. We do not tolerate any form of unethical behavior, including fraud, deception, or dishonesty.

# Health and Safety

The health and safety of our employees and stakeholders are of paramount importance. We provide a safe and healthy work environment, comply with safety regulations, and encourage employees to report safety concerns.

## Human Rights

We respect and uphold the fundamental human rights of all individuals. We do not engage in or support practices that violate human rights, including forced labor, child labor, discrimination, or harassment.

# Labor Rights

We are committed to providing fair wages, reasonable working hours, and safe working conditions for all employees. We respect the rights of employees to organize, bargain collectively, and join labor unions if they choose to do so.

# Conclusion

By adhering to this Code of Conduct, we demonstrate our dedication to ethical conduct, social responsibility, and sustainability. Together, we can create a workplace that positively impacts our employees, communities, and the world at large.