



Code of Conduct

We believe in social and environmental responsibility and ethical conduct. We recognise that we have an obligation to all stakeholders to observe high standards of integrity and fair dealing.

We are guided by the following principles and expect our business partners to do the same:

- We respect the laws and regulations of the countries in which we operate
- We do not accept any corrupt activity including but not limited to bribery, conflicts of interest, fraud, extortion, embezzlement, self-enrichment, and unlawful kickbacks.
- We do not engage in price fixing, market sharing, bid rigging or customer allocation
- We follow applicable data protection laws and regulations
- We comply with applicable Export Control Regulations aimed at limiting unlawful activities such as terrorism
- We provide a work environment where everybody is treated with respect and dignity and be given fair and equal opportunities for development
- We are committed to providing a safe work environment
- We do not employ or accept any form of forced or bonded labour, prisoners or illegal workers
- We do not accept child labour
- We strive to reduce consumption of resources and improve the overall environmental impact of our operations and products along the value chain. Chemicals and hazardous materials are labelled properly and safely stored, and recycled, reused and disposed of correctly
- We undertake to comply with any health & safety, environmental, human rights & labour and business ethics standards required by our business partners.