



CODE OF CONDUCT FOR MAYPHIL GROUP STAKEHOLDERS

This Code of Conduct defines the basic requirements placed on Mayphil's stakeholders (including employees, Directors, shareholders, customers, suppliers, sub-contractors, etc.) regarding their responsibilities towards the Mayphil Group of companies, other stakeholders, individuals and the environment.

The Mayphil Group reserves the right to reasonably change the requirements of this Code of Conduct due to changes in the Mayphil Group Compliance Program. In such event, Mayphil expects stakeholders to accept such reasonable changes.

The stakeholder declares herewith:

Legal Compliance

- To comply with the laws of the applicable legal system(s) where relevant.

Prohibition of corruption and bribery

- To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any person, entity, government official, etc. for the purpose of influencing decision making.

Respect for the basic human rights of employees

- To promote equal opportunities and treatment irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.
- To respect the personal dignity, privacy and rights of each individual.
- To refuse to employ or make anyone work against their will.
- To refuse to tolerate any unacceptable treatment of individuals, such as mental cruelty, sexual harassment or discrimination.
- To prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- To provide, where relevant, fair remuneration and to guarantee the applicable national statutory minimum wage.
- To comply with, where relevant, the maximum number of working hours laid down in the applicable laws.
- To recognise, as far as legally possible, the right of free association of employees and individuals and to neither favour nor discriminate against members of employee organisations or trade unions.

Prohibition of child labour

- To employ no workers under the minimum age as per the law of the land.

Health and Safety of employees

- To take responsibility for the health and safety of its employees.
- To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.
- To provide training and ensure that employees are educated in health and safety issues.
- To set up or use a reasonable occupational health and safety management system.

Environmental protection

- To act in accordance with the applicable statutory and international standards regarding environmental protection.
- To minimise environmental pollution and make continuous improvements in environmental protection.
- To set up or use a reasonable environmental management system.

Supply chain

- To use reasonable efforts to promote among its suppliers and customers, compliance with this Code of Conduct.
- To comply with the principles of non-discrimination

Confidential information

- All Stakeholders are expected to preserve, protect and responsibly use all confidential information (howsoever defined) they have access to. This includes any business information that a person or entity may consider sensitive, valuable or confidential.
- Stakeholders must not make any unauthorised disclosure of any confidential information belonging to the Mayphil Group or any other stakeholder. If any such information is disclosed then the stakeholder must ensure appropriate controls are in place.

All stakeholders are expected to act with integrity at all times.