

Company Code of Ethics

Original policy May 2024

1. Integrity and Honesty

- Always act with honesty and integrity in all business dealings and interactions.
- Ensure that all actions are in the best interests of the company and its stakeholders.

2. Respect and Fair Treatment

- Treat all colleagues, clients, and partners with respect and dignity.
- Foster an inclusive workplace that values diversity and promotes equal opportunity.

3. Professionalism

- Maintain a high standard of professionalism in all communications and conduct.
- Uphold the reputation of WARLITE SECURITY LTD through responsible and ethical behavior.

4. Confidentiality

- Protect the confidentiality of sensitive information related to the company, clients, and employees.
- Do not disclose any proprietary or confidential information without proper authorization.

5. Compliance with Laws and Regulations

- Adhere to all applicable laws, regulations, and company policies.
- Avoid any activities that could result in legal or regulatory violations.

6. Conflict of Interest

- Avoid any situations where personal interests could conflict with the interests of the company.
- Disclose any potential conflicts of interest to management promptly.

7. Corporate Responsibility

- Conduct business in a socially responsible manner, considering the impact on the community and environment.
- Support initiatives that contribute to the well-being of society and sustainable development.

8. Anti-Bribery and Corruption

- Do not engage in or tolerate bribery or any form of corruption.
- Report any suspected bribery or corruption to the appropriate authorities within the company.



9. Accuracy of Records

- Ensure that all business records and financial statements are accurate, complete, and transparent.
- Do not engage in or condone falsification of records or misrepresentation of information.

10. Health and Safety

- Promote a safe and healthy work environment for all employees.
- Adhere to health and safety regulations and report any hazards or incidents promptly.

11. Commitment to Quality

- Strive for excellence in all products and services provided by the company.
- Continuously seek ways to improve quality and customer satisfaction.

12. Accountability

- Take responsibility for your actions and decisions.
- Be accountable to colleagues, clients, and the company for your conduct and performance.

13. Teamwork and Collaboration

- Foster a collaborative work environment that encourages teamwork and mutual support.
- Value the contributions of all team members and work together to achieve common goals.

14. Ethical Decision Making

- Make decisions based on ethical principles and in alignment with the company's values.
- Seek guidance from management or the ethics committee when faced with ethical dilemmas.

15. Reporting Violations

- Report any violations of the code of ethics or unethical behavior to the designated ethics officer or hotline.
- Ensure that reports are made in good faith and without fear of retaliation.

By adhering to this code of ethics, all employees and contractors of WARLITE SECURITY LTD contribute to maintaining a trustworthy, respectful, and legally compliant workplace, thereby upholding the company's integrity and reputation.