

CODE OF ETHICS FOR DIRECTORS

- a. The Board shall ensure that the Company carries out its business responsibly and in adherence to the highest standards of ethical conduct in accordance with the Code of Conduct policy approved by the Board.
- b. The Board of the Company as well as its Management shall adopt a zero-tolerance approach to unethical practices and shall champion adherence to an ethical code in all conduct.
- c. In its dealings with all its stakeholders, the Company shall uphold the highest degree of ethical behaviour and must be seen to be conducting its business and pursuing its objectives responsibly.

Financial Disclosure

- a. There shall be a high degree of accountability by Directors to shareholders and other stakeholders of the Company.
- b. The Board shall ensure compliance with all regulatory requirements to disclose financial information.
- c. The Board shall regularly provide the shareholders with a balanced and clear report of the Company's performance, position and prospects in line with regulatory requirements.

Due Process and Disclosure Requirements

- a. The Board shall ensure transparency, due process, data integrity and adherence to disclosure requirements by the Company.
- b. The Board shall ensure that all matters required by law to be disclosed by the Company are disclosed in the Company's annual report including matters relating to information on the Directors and their shareholding, related party transactions, Board Committee membership, Board Committee duties and activities.
- c. Directors, Executive Management Team and members of staff of the Company shall ensure due process in all the procedures of the Company.

Conflict of Interest

- a. Directors shall disclose promptly, any real or potential conflict of interest that they may have regarding any matter brought before the Board.

- b. Where a director is not certain of the existence of a conflict of interest, the Director shall approach the Chairman or the Company Secretary for guidance and advice.
- c. In the event that Board members have interests that may conflict with specific Board interests, they will be excused from the relevant Board or Board Committee deliberations and decisions.

Relationship with Shareholders

- a. The Board shall serve the genuine interests of the Shareholders of the Company and account to them fully.
- b. The Directors' shall promote effective communications and encourage greater shareholders' participation in meetings and allow shareholders the opportunity to communicate their view on all matters affecting the Company through the Company Secretary or at the Annual General Meetings.
- c. The Board shall ensure that the statutory and general rights of the shareholders are protected at all times.