



Ectron Limited: Code of Ethics

1. Introduction and policy statement

Ectron Limited UK is committed to conducting its business with the highest standards of integrity, transparency, and ethical behaviour. This Code of Ethics serves as a guide for all employees, officers, and directors, outlining the principles that govern our business conduct and decision-making. We believe that a strong ethical culture is fundamental to our success and reputation.

This policy applies to all individuals acting on behalf of Ectron Limited UK and its subsidiaries.

2. Core ethical principles

Our business principles and values are designed to foster a positive, ethical, and professional working environment. We commit to upholding the following core values:

Integrity: We act with honesty and fairness in all our dealings, avoiding any form of deception or misrepresentation.

Respect: We treat all individuals with dignity and respect, valuing diversity and providing a harassment-free workplace. We do not tolerate discrimination based on age, gender, race, religion, disability, or sexual orientation.

Responsibility: We are accountable for our actions and their impact on our employees, customers, suppliers, and the community. We take responsibility for our decisions and their consequences.

Professionalism: We maintain high standards of professional conduct, competence, and service in all our business activities.

Confidentiality: We respect the privacy of personal and corporate information and do not disclose confidential information for personal gain or to unauthorised parties.

Compliance: We comply with all applicable laws and regulations in every jurisdiction where we operate.

3. Ethical conduct standards

Conflicts of interest: Employees must avoid situations where their personal interests conflict with the company's interests. Any potential conflicts must be disclosed to management.

Anti-bribery and corruption: As detailed in our separate Anti-Bribery and Anti-Corruption Policy, we have zero tolerance for bribery, corruption, and facilitation payments.

Confidential information and data protection: Employees must protect confidential company and client information and adhere to our Data and Privacy Policy.



Fair dealing: We compete vigorously but fairly and honestly, basing our reputation solely on our performance.

Workplace conduct: We expect professional, respectful, and collaborative behaviour from all employees. Bullying, harassment, and other inappropriate conduct will not be tolerated.

Use of company assets: Company resources, including equipment, time, and intellectual property, must be used responsibly and for legitimate business purposes.

Gifts and hospitality: Gifts and hospitality should be transparent, reasonable, and proportionate to a legitimate business purpose. All instances must comply with the Anti-Bribery and Anti-Corruption Policy.

4. Reporting violations and concerns (whistleblowing)

Speaking up: We encourage and support employees who, in good faith, report any ethical concerns, illegal activities, or breaches of this policy.

Non-retaliation: We protect individuals who raise genuine concerns from any form of retaliation or punishment.

Procedure: Concerns should be raised with a line manager, HR, or a director. A confidential reporting channel is available and outlined in the company's Whistleblowing Policy.

5. Consequences of breaching the policy

Breaches of this policy will be investigated and may result in disciplinary action, which can include dismissal and, in cases of criminal activity, referral to law enforcement.

6. Policy implementation and review

Embedding ethics: This policy will be actively embedded into the company culture through regular communication, training, and leadership example.

Regular review: The Board of Directors will review and update this policy regularly to ensure its relevance and effectiveness.

7. Statement approval

Approved by the Board of Directors of Ectron Limited UK.

On behalf of Ectron Limited

Mr. A Jones, Director.