

## **BUSINESS ETHICS CONDUCT POLICY**

### **Purpose**

How we conduct, business defines us in the eyes of our people, our customers and our wider stakeholders. Vantage Tags Ltd is committed to building a reputation for honesty, transparency and integrity and without the use of corrupt practices.

We are committed to compliance with all laws controlling how we conduct our business worldwide. This policy is designed to provide a guide to the areas you need to consider when working for or on behalf of Vantage Tags Ltd and to remove uncertainty in your everyday business dealings.

### **Scope**

This policy applies to all employees and contractors of Vantage Tags Ltd.

### **Responsibilities**

We are all accountable and must comply with this policy by applying high ethical standards as well as common sense to all situations.

The Director is responsible for implementing the policy.

### **Basic Standards of Conduct & Responsibilities**

All Vantage Tags personnel are expected to adhere to all parts of this Business Ethics and Conduct Policy at all times. The basic standards of conduct are that all of the above shall:

- a) Maintain a safe and healthy workplace and protect all Vantage Tags Ltd personnel, the general public and the environment through rigorous Health, Safety and Environmental procedures.
- b) Ensure quality projects, products and provide excellent customer service
- c) Maintain honesty and integrity, avoiding actual or apparent conflicts of interest in personal and professional relationships.
- d) Provide customers with information that is accurate, complete, objective, relevant, timely and understandable.
- e) Comply with all applicable laws, rules and regulations of national, federal, provincial and local governments and other applicable regulatory agencies wherever Vantage Tags Ltd operates.
- f) Act in good faith, responsibly, and with due care, competence and diligence.
- g) Protect the Group's confidential information, all personal data, third party confidential information, and respect the intellectual property rights of third parties.
- h) Conform to all sanctions and export control requirements when conducting business internationally.



- i) Strive to promote a diverse working environment through respect for different cultures and applicable laws.
- j) Never pay, offer or receive money or give, offer or receive anything of value to:
  - a. Secure business or the chance of business;
  - b. Secure favourable treatment;
  - c. Influence any act or decision; or
  - d. Induce any act or decision.
- k) Not discuss or disclose information about its tender or bid activity with or to any third party.
- l) Not discuss or disclose pricing or other commercially sensitive business information with or to any third party.
- m) Not discriminate in the selection, hiring, retention, promotion or transfer of qualified individuals based on race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age or other ground specified by law or other regulation.

Name:	WARREN ROBERTSON
Position:	Director
Signature:	<i>Warren Robertson</i>
Reviewed Date:	22/12/2022