



<p style="text-align: center;"><b>TRANS GLOBAL GROUP OF COMPANIES CODE OF CONDUCT</b></p>
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## **INTRODUCTION**

Trans Global and its subsidiary companies pride themselves on running their businesses to the highest standards of ethical conduct and social responsibility. We expect our customers to comply to these same standards in the operation of their businesses and this 'Code of Conduct' sets out the standards expected of any customer doing business with us.

## **ANTI-CORRUPTION**

Trans Global complies with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. Furthermore, it expects each of its suppliers to have policies and procedures in place to ensure that bribery and corruption is not taking place within its businesses.

## **ENVIRONMENT**

Trans Global expect its customers to comply with all applicable environmental regulatory requirements and to adopt reasonable procedures to mitigate any adverse effect its products and/or services may have on the environment.

## **HEALTH AND SAFETY**

Trans Global is committed to providing a safe and healthy working environment wherever it operates, and we expect our suppliers to operate to the same high standards. To achieve this, we expect our suppliers to ensure that they:

- Promote a culture in which employees share their commitment to having a healthy and safe workplace.
- Systematically manage their activities to continuously reduce risk to health and safety and develop workplace practices that meet or exceed the applicable Health and Safety Law.
- Provide training to improve the health and safety skills and knowledge of their staff.
- Ensure that employees are provided with the appropriate equipment and facilities to undertake their duties in a safe manner.
- Monitor their health and safety performance.
- Communicate openly about health and safety issues and encourage all employees to communicate with management regarding health and safety issues.
- Do not tolerate staff or contractors who fail to comply with good health and safety practices.



## **HUMAN RIGHTS**

Trans Global expects its customers to treat their employees and others carrying out work for them fairly, respectfully and with dignity, and to ensure compliance with all relevant employment laws and regulations. In particular customers must:

- Conduct operations in a manner that is free from harassment and discrimination.
- Comply with all applicable minimum wage and working hours regulations.
- Recognise the principle of freedom of association the right to collective bargaining.
- Not to be involved in slavery (use of force, bonded or compulsory labour).
- Not use child labour.
- Ensure that their operations are not involved in human trafficking.

In addition, Trans Global expects its customers to have policies and procedures in place aimed at ensuring that slavery, human trafficking and child labour are not present within their supply chains.

## **BOARD APPROVAL**

This statement is signed on behalf of Trans Global Group of Companies by Barry J. Ruck - Executive Group Vice Chairman.