

### Construction Alchemy Limited - Ethical Policy

#### 1. Introduction

At Construction Alchemy Limited, we are committed to conducting our business with the highest standards of ethics, integrity, and social responsibility. This Ethical Policy outlines the principles and values that guide our decision-making processes, relationships with stakeholders, and overall business conduct.

#### 2. Compliance with Laws and Regulations

Construction Alchemy Limited is dedicated to full compliance with all applicable local, national, and international laws and regulations. We will operate transparently and ethically in all jurisdictions where we conduct business.

#### 3. Integrity and Honesty

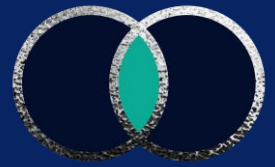
We uphold the highest standards of integrity and honesty in all our dealings. We are committed to providing accurate and truthful information to our clients, suppliers, employees, and all other stakeholders.

#### 4. Respect for Human Rights

Construction Alchemy Limited respects and supports the fundamental human rights of all individuals. We do not tolerate any form of discrimination, harassment, or unfair treatment based on race, gender, religion, age, disability, or any other protected characteristic.

#### 5. Health and Safety

The safety and well-being of our employees, contractors, and the communities in which we operate are paramount. Construction Alchemy Limited is committed to providing a



safe and healthy working environment and ensuring that all our projects adhere to the highest safety standards.

### **6. Environmental Sustainability**

We recognize the impact of construction activities on the environment and are committed to minimizing our ecological footprint. Construction Alchemy Limited strives to adopt sustainable practices, reduce waste, and promote environmentally friendly technologies in all our projects.

### **7. Fair Business Practices**

We are committed to fair and ethical business practices. Construction Alchemy Limited prohibits bribery, corruption, and any other form of unethical influence in our business operations. We will compete fairly, and our business relationships will be based on merit, quality, and integrity.

### **8. Confidentiality and Privacy**

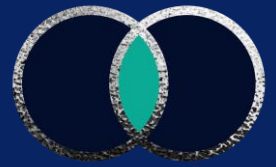
Construction Alchemy Limited is dedicated to protecting the confidentiality of sensitive information and respecting the privacy rights of individuals. We will handle all information with care and in accordance with applicable laws and regulations.

### **9. Social Responsibility**

We believe in being responsible corporate citizens and actively contribute to the well-being of the communities in which we operate. Construction Alchemy Limited will engage in philanthropic activities, support local initiatives, and strive to make a positive impact on society.

### **10. Accountability and Continuous Improvement**

We hold ourselves accountable for our actions and decisions. Construction Alchemy Limited is committed to regularly reviewing and improving our ethical policies and



practices to ensure they remain aligned with our core values and the evolving needs of our stakeholders.

### **Conclusion**

Construction Alchemy Limited is dedicated to fostering a culture of ethics, integrity, and social responsibility. By adhering to the principles outlined in this Ethical Policy, we aim to build trust, maintain a positive reputation, and contribute to sustainable development in the construction industry.