
Company Code of Conduct



Effective Date: July 4, 2025

1. Purpose

This Code of Conduct outlines the principles and standards of behaviour expected from all employees, contractors, directors, and representatives of Ensemble Solutions Pty Ltd ("the Company"). As a global technology and software solutions provider, we are committed to conducting our operations with the highest ethical standards, professional integrity, and in full compliance with all relevant laws and industry best practices.

2. Scope

This Code applies to all employees, contractors, officers, directors, and third parties representing or acting on behalf of Ensemble Solutions across all geographies and business units.

3. Core Values

We are guided by the following core values in all our operations:

- Integrity – We act honestly and ethically in all business dealings.
- Innovation – We strive to solve problems with creativity and scalable technology.
- Respect – We treat all individuals with dignity and fairness.
- Accountability – We take responsibility for our actions and decisions.
- Collaboration – We believe in the power of teamwork and transparent communication.

4. Compliance with Laws and Regulations

All personnel must comply with applicable local, national, and international laws, as well as software industry regulations and standards, including:

- Employment and workplace laws
- Cybersecurity and data protection regulations (e.g., GDPR, CCPA)
- Intellectual property and licensing compliance
- Export control and software encryption laws

5. Workplace Conduct

We are committed to a professional, inclusive, and supportive workplace environment. Employees must:

- Foster a workplace free of harassment, discrimination, and bullying
- Uphold safety protocols, whether working onsite or remotely
- Encourage open dialogue and respectful disagreement

6. Conflicts of Interest

Employees must avoid activities or relationships that conflict with the interests of the Company, including:

- Involvement in competing software ventures
- Undisclosed relationships with vendors or partners
- Personal use of company software assets for unrelated commercial gain

7. Confidentiality and Privacy

All Company and client information, especially related to software source code, system architecture, algorithms, and customer data, must be protected. Disclosure is only permitted with proper authorization or legal requirement.

8. Protection of Company Assets

Employees must responsibly use Company assets, including:

- Code repositories, development tools, and hardware
- Cloud environments and third-party integrations
- Proprietary platforms, designs, and frameworks

9. Anti-Bribery and Corruption

We do not tolerate bribery or unethical inducements in any form. Gifts, entertainment, or hospitality must never influence business decisions, especially during vendor selection or contract negotiation.

10. Reporting Misconduct

Employees are encouraged to report any misconduct through internal reporting tools or designated contacts. Whistleblower protections are in place to ensure confidentiality and prevent retaliation.

11. Consequences of Misconduct

Violations may result in disciplinary action, including termination and legal action. All reports will be taken seriously and investigated fairly.

12. Acknowledgement and Compliance

All employees and contractors must acknowledge this Code of Conduct annually and complete periodic compliance training as required by Ensemble Solutions.

Approved by:

Archival Garcia, Founder & CEO

Ensemble Solutions Pty Ltd

July 4, 2025