

Westincor Limited Code of Conduct and Ethics Policy

1. Purpose The purpose of this Code of Conduct and Ethics Policy is to provide guidelines for maintaining the highest standards of professional and ethical conduct at Westincor Limited. All employees, contractors, and associates are expected to adhere to these principles in their daily activities.

2. Compliance with Laws and Regulations Westincor Limited is committed to conducting business in full compliance with all applicable laws, regulations, and industry standards. Employees are expected to understand and comply with all relevant laws and report any potential violations.

3. Integrity and Honesty Integrity and honesty are the foundation of our business. Employees must act with integrity in all interactions with clients, suppliers, colleagues, and other stakeholders. Misrepresentation, fraud, or any form of dishonesty is strictly prohibited.

4. Conflict of Interest Employees must avoid situations where personal interests conflict with the interests of Westincor Limited. Any potential or actual conflict of interest must be disclosed to management immediately. This includes situations involving gifts, relationships, or financial interests that could influence decision-making.

5. Confidentiality All employees are required to protect confidential information relating to Westincor Limited, its clients, and its partners. Confidential information should not be disclosed to unauthorized individuals or used for personal gain.

6. Health, Safety, and Environment Westincor Limited is committed to providing a safe and healthy working environment for all employees. We prioritize environmental stewardship in our operations and expect employees to follow all safety protocols and report any hazards.

7. Anti-Bribery and Corruption Westincor Limited has a zero-tolerance policy towards bribery and corruption. Employees are prohibited from offering, giving, soliciting, or accepting any form of bribe or kickback, whether in cash or any other form.

8. Equal Opportunity and Respectful Workplace We are committed to creating a workplace that promotes diversity, inclusion, and equal opportunity. Discrimination, harassment, or any form of disrespectful behavior is not tolerated. All employees should be treated with dignity and respect.

9. Use of Company Resources Company resources, including equipment, technology, and funds, must be used responsibly and only for legitimate business purposes. Unauthorized use or misuse of company resources is prohibited.

10. Reporting and Accountability Employees are encouraged to report any unethical behavior or violations of this Code of Conduct to their supervisor, HR, or through the company's whistleblower hotline. Retaliation against individuals who report concerns in good faith is strictly prohibited.

11. Disciplinary Action Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment. Westincor Limited reserves the right to take legal action if necessary.

12. Review and Updates This Code of Conduct will be reviewed annually and updated as necessary to reflect changes in laws, regulations, or company policies. Employees will be informed of any updates to this policy.

Acknowledgment I have read, understood, and agree to comply with Westincor Limited's Code of Conduct and Ethics Policy.

Name:_____ **Signature:**_____ **Date:**_____