



## CODE OF BUSINESS ETHICS

### **Introduction**

Risk Consultancy Global is committed to conducting all business activities with integrity, professionalism and respect for applicable laws, human rights and ethical standards. This Code of Business Ethics establishes the guiding principles that define how the organisation conducts its operations across all jurisdictions, including complex and high-risk environments. The Code sets expectations for ethical behaviour, decision making and professional conduct, ensuring that personnel act responsibly in support of clients while maintaining accountability to legal, moral and organisational obligations. The principles contained within this Code apply equally to employees, contractors, consultants and any individual or entity acting on behalf of Risk Consultancy Global.

### **Ethical Foundations and Organisational Values**

Risk Consultancy Global recognises that ethical conduct forms the foundation of effective security and risk management operations. Personnel are expected to demonstrate honesty, fairness, transparency and respect in all professional interactions. Ethical behaviour extends beyond compliance with laws and regulations and requires individuals to exercise sound judgement when confronted with complex or ambiguous situations. The organisation promotes a culture where ethical considerations guide operational decisions, ensuring that commercial objectives do not compromise legal compliance, human rights protections or professional standards. Senior leadership is responsible for setting the ethical tone of the organisation and reinforcing a culture where integrity is prioritised at all levels.

### **Compliance with Laws, Regulations and International Standards**

Risk Consultancy Global operates within multiple legal and regulatory frameworks and is committed to complying with all applicable local laws, international regulations and recognised industry standards. Where operational environments present conflicting expectations or inconsistent legal structures, personnel must apply the higher ethical standard to ensure responsible conduct. The organisation aligns its governance framework with recognised best practices including ISO 18788 Security Operations Management principles, ensuring that security services are delivered in a lawful, accountable and transparent manner. Compliance responsibilities apply equally to internal operations and external engagements, including procurement, contracting and service delivery.

### **Human Rights and Responsible Security Practices**

Respect for human rights is central to Risk Consultancy Global's operational philosophy. All activities are conducted in a manner that safeguards the dignity, safety and rights of individuals and communities affected by operations. Personnel must ensure that security measures are proportionate, necessary and consistent with international human



rights principles. The organisation does not tolerate discrimination, exploitation, abuse or excessive use of force. Security operations must prioritise de-escalation and risk mitigation, recognising that responsible conduct strengthens trust with clients and local communities while reducing operational risk. Risk Consultancy Global commits to preventing involvement in activities that could contribute directly or indirectly to human rights violations.

### **Anti Corruption, Bribery and Ethical Business Conduct**

Risk Consultancy Global maintains a zero-tolerance approach toward bribery, corruption and unethical financial practices. Personnel must not offer, solicit or accept improper payments, inducements or advantages intended to influence decision making or secure unfair business benefit. Business relationships must be conducted transparently and with appropriate oversight to ensure compliance with anti-corruption legislation and ethical standards. Gifts and hospitality must be reasonable, proportionate and aligned with professional expectations, avoiding any perception of impropriety or undue influence. The organisation recognises that operating in challenging environments may present corruption risks and therefore expects heightened awareness and accountability from all personnel.

### **Conflicts of Interest and Professional Independence**

Personnel must avoid situations where personal interests conflict with organisational responsibilities or compromise professional judgement. Conflicts may arise through financial relationships, external employment, personal affiliations or undisclosed benefits that influence decision making. Individuals have an obligation to disclose any actual or potential conflicts promptly so that appropriate mitigation measures can be implemented. Maintaining professional independence ensures that Risk Consultancy Global's services remain objective, impartial and aligned with ethical principles, particularly when operating in politically sensitive or commercially competitive environments.

### **Financial Integrity and Accountability**

Accurate financial reporting and responsible management of resources are essential to maintaining trust with clients and stakeholders. Risk Consultancy Global requires all financial transactions, operational expenses and contractual arrangements to be recorded honestly and transparently. Personnel must not falsify documents, manipulate records or engage in any activity that could undermine financial integrity. Strong internal controls and oversight mechanisms are maintained to prevent fraud, misuse of assets or misrepresentation of financial performance. Accountability for financial decisions extends to both management and operational personnel involved in procurement, project execution and resource allocation.

### **Professional Conduct and Workplace Behaviour**



Risk Consultancy Global promotes a professional working environment where individuals are treated with dignity and respect. Personnel are expected to maintain professional behaviour at all times, including respectful communication, adherence to safety procedures and responsible decision making. Harassment, discrimination or abusive behaviour is not tolerated under any circumstances. The organisation recognises that security operations often involve challenging conditions and therefore emphasises professionalism, discipline and ethical judgement as critical components of operational effectiveness.

### **Confidentiality, Information Security and Data Protection**

Personnel are entrusted with sensitive information relating to clients, operations and organisational strategy. Maintaining confidentiality is essential to protecting operational security and preserving trust. Information must only be accessed or shared on a legitimate need to know basis and must be handled in accordance with applicable data protection laws and organisational policies. Unauthorised disclosure, misuse or negligent handling of confidential information is strictly prohibited. Risk Consultancy Global recognises that information security forms a critical component of risk management and expects personnel to remain vigilant against threats to data integrity and confidentiality.

### **Ethical Engagement with Clients, Partners and Communities**

Risk Consultancy Global seeks to build long term relationships based on trust, transparency and ethical collaboration. The organisation conducts due diligence on partners and suppliers to ensure alignment with ethical expectations. Engagement with local communities and stakeholders must be conducted respectfully, recognising cultural sensitivities and the potential impact of security operations. Personnel must avoid actions that could create reputational risk or undermine confidence in the organisation's commitment to ethical practice

### **Reporting Concerns and Ethical Accountability**

Risk Consultancy Global encourages personnel to raise concerns regarding unethical behaviour, misconduct or potential violations of this Code. Reporting mechanisms are designed to allow concerns to be raised safely and without fear of retaliation. The organisation commits to investigating reports objectively and fairly, ensuring that individuals who raise concerns in good faith are supported and protected. Ethical accountability is strengthened when individuals feel empowered to speak up and contribute to maintaining organisational integrity.

### **Governance, Oversight and Continuous Improvement**

Senior management maintains oversight of ethical performance through structured governance mechanisms including internal audits, risk management reviews and continuous monitoring of compliance activities. Lessons learned from operational



experience, investigations and industry developments inform ongoing improvements to ethical frameworks. Risk Consultancy Global recognises that ethical standards must evolve alongside operational challenges and therefore commits to periodic review of this Code to ensure alignment with international best practice and organisational objectives.

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