



# CODE OF CONDUCT

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## Compliance Commitment

**Harris H&S Ltd.**

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PROFESSIONALS

# Harris H&S Ltd.

## Code of Conduct

### COMMITMENT TO LEGAL COMPLIANCE AND ETHICAL CONDUCT

Harris H&S Ltd. is committed to conducting its business with the highest standards of legal compliance and ethical conduct. We expect all employees to adhere to applicable laws and regulations and uphold the principles of honesty, integrity, and transparency in all business operations.

### ZERO-TOLERANCE FOR ILLEGAL OR UNETHICAL PRACTICES

Harris H&S Ltd. has a zero-tolerance policy for all forms of illegal or unethical practices, including but not limited to extortion, embezzlement, or fraud. Any employee found engaging in such activities will face disciplinary action, up to and including termination.

### ZERO-TOLERANCE FOR BRIBERY AND CORRUPTION

We strictly prohibit bribery and corruption in any form. Employees are prohibited from offering, giving, receiving, or soliciting bribes or any other improper advantage. We are committed to fostering fair and transparent business practices.

### DUE DILIGENCE FOR MONEY LAUNDERING AND SANCTIONS

We are committed to conducting due diligence to prevent money laundering and ensure compliance with international sanctions. Employees must be vigilant and report any suspicious activities promptly.

### ANTITRUST AND COMPETITION

Employees must comply with antitrust and competition laws. Engaging in practices that restrict competition, such as price-fixing or market allocation, is strictly prohibited.

## CONFLICT OF INTEREST

Employees must avoid situations where their personal interests' conflict with the interests of Harris H&S Ltd. Any potential conflict of interest must be disclosed promptly.

## GIFTS AND HOSPITALITY

Employees must exercise caution when giving or receiving gifts and hospitality. Gifts and hospitality should be modest, appropriate, and in compliance with applicable laws and regulations.

## INTERACTION WITH PUBLIC OFFICIALS

Interactions with public officials must be conducted transparently and ethically. Employees must avoid offering or accepting any form of bribe or improper advantage in dealings with public officials.

## INTELLECTUAL PROPERTY RIGHTS

Respect for intellectual property rights is essential. Employees must not infringe on the intellectual property rights of others and must protect Harris H&S Ltd's intellectual property.

## CONFIDENTIALITY

Maintaining the confidentiality of Harris H&S Ltd's proprietary information and client data is paramount. Employees must not disclose confidential information to unauthorised individuals.

## DATA PRIVACY AND PROTECTION

We are committed to protecting the privacy and security of personal data. Employees must comply with data protection laws and adhere to Harris H&S Ltd data protection policies.

## WHISTLEBLOWING REPORTING SYSTEM

Harris H&S Ltd. has established a whistleblowing reporting system to encourage employees to report any concerns about illegal or unethical behavior. Reports will be treated confidentially, and Harris H&S Ltd. is committed to non-retaliation against whistleblowers.

Signed:  - Jonathan Harris (Director)

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