

# Ethics and Integrity Policy

## Respect and fairness for all

At Mitindos, our values are aimed to ensure that we all act honourably and with the highest integrity in all our business dealings. We all have a strong sense of responsibility to treat people respectfully and we maintain ethical business behaviour and standards in all our endeavors.

### Objectives

- **We treat our people with honesty and fairness. We empower them to behave honourably with honesty and act with integrity in all our business dealings,**
- **We build relationships as independent advisors and trusted professionals by acting to the best of our ability, knowledge and with the highest degree of honesty.**
- **We implement best practice and raise awareness of ethical standards we require of our people.**

### Commitments

We maintain a Code of Practice and training programme for all our people.

We maintain procedures to ensure that we do not engage in unethical conduct or illegal practices.

We implement systems that support our duty of confidentiality and respect privacy in all our business relationships.

We support our people who have legitimate concerns to challenge unethical behaviour and respond appropriately.

We work with clients and partners with due consideration that their ethical commitments are consistent with our own.

We ensure that our systems and procedures are reviewed regularly to maintain relevance and proportionate.

### Governance

Mitindos Ethics and Integrity policy is set by the Board of Directors and it is implemented with no exception across all Mininos operations and locations through procedures, rules and guidance. Mitindos Ethics and Integrity Policy is reviewed and approved annually.

The CEO is the responsible person ensuring he can delegate to senior managers and directors to act for Mitindos in ensuring that ethics and integrity plans are developed and implemented to enable Mitindos to reach the objectives set out in this Policy in our various locations.

**David Mutombo**  
Chairman