

Company Policy: Code of Conduct and Ethics Policy

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Introduction

At Arema Ltd., we are committed to conducting our business with the highest standards of integrity, responsibility, and transparency. Our Code of Conduct and Ethics Policy outlines the principles and values that guide our actions and decisions. This policy applies to all employees, contractors, suppliers, and partners associated with Arema Ltd.

1. Ethical Business Practices

- **Integrity and Transparency:** We conduct our business with honesty and integrity, ensuring transparency in all our dealings. We provide accurate and timely information to our stakeholders and avoid any practices that could mislead or deceive.
- **Compliance with Laws and Regulations:** We comply with all applicable laws, regulations, and industry standards in every country where we operate. This includes, but is not limited to, laws related to labour, environment, health, safety, and anti-corruption.
- **Conflict of Interest:** Employees and representatives of Arema Ltd. must avoid situations where personal interests conflict with the interests of the company. Any potential conflicts must be disclosed and addressed appropriately.

2. Responsible Sourcing and Supply Chain

- **Human Rights:** We are committed to respecting and promoting human rights in our operations and supply chain. We ensure that our suppliers and partners uphold the same commitment, with particular emphasis on preventing forced labour, child labour, and any form of discrimination.
- **Fair Labor Practices:** Arema Ltd. promotes fair labour practices, including the right to fair wages, reasonable working hours, and safe working conditions. We require our suppliers to adhere to these standards, ensuring the dignity and well-being of all workers.
- **Sustainable Sourcing:** We prioritise sourcing materials and products in a manner that minimises environmental impact. This includes responsible resource management, reducing waste, and promoting the use of sustainable materials. Our suppliers are expected to align with these principles to ensure the long-term sustainability of our supply chain.

3. Environmental Stewardship

- **Environmental Responsibility:** We are committed to reducing our environmental footprint by implementing sustainable practices across our operations. This includes minimising waste, reducing energy consumption, and promoting the use of renewable resources.

- **Product Stewardship:** Arema Ltd. is dedicated to developing and delivering products that are safe for consumers and the environment. We continuously seek to improve the environmental performance of our products throughout their life cycle.

4. Anti-Corruption and Fair Competition

- **Zero Tolerance for Corruption:** Arema Ltd. maintains a zero-tolerance policy towards corruption, bribery, and unethical business practices. We do not engage in or tolerate any form of corrupt behaviour, whether directly or indirectly, in our operations or our supply chain.
- **Fair Competition:** We are committed to fair and open competition. We compete vigorously but fairly and ethically, avoiding any practices that could distort the market or harm our reputation.

5. Health and Safety

- **Safe Working Environment:** The health and safety of our employees, contractors, and partners are of utmost importance. We are committed to providing a safe and healthy working environment and continuously strive to improve our health and safety practices.
- **Risk Management:** Arema Ltd. proactively identifies and mitigates risks that could impact the safety and well-being of our employees and the communities in which we operate.

6. Community Engagement and Social Responsibility

- **Positive Community Impact:** We aim to make a positive impact on the communities in which we operate. Arema Ltd. engages in initiatives that support local development, education, and well-being.
- **Stakeholder Engagement:** We maintain an open and constructive dialogue with our stakeholders, including customers, employees, suppliers, and local communities, to understand their concerns and expectations.

7. Reporting and Accountability

- **Reporting Violations:** Arema Ltd. encourages employees and stakeholders to report any violations of this policy. We are committed to investigating all reports promptly and fairly and taking appropriate corrective actions.
- **Non-Retaliation:** We ensure that individuals who report violations or raise concerns in good faith are protected from retaliation. Arema Ltd. fosters an environment where everyone feels safe to speak up.

8. Continuous Improvement

- **Ongoing Evaluation:** Arema Ltd. is committed to continuously evaluating and improving our practices in line with evolving ethical, legal, and social standards. We regularly review this policy to ensure it remains relevant and effective.

By adhering to this Code of Conduct and Ethics Policy, Arema Ltd. commits to upholding the highest standards of responsible business conduct, ensuring that our actions reflect our values and contribute to a sustainable and equitable future for all.

To request the latest copy of this policy use the contact form