



MPB Industries Ltd Ethics Policy

Introduction

MPB Industries Ltd is committed to upholding the highest ethical standards in all aspects of its operations. This Ethics Policy establishes guidelines for the behaviour and decision-making of all employees, contractors, and stakeholders associated with MPB Industries Ltd. It promotes integrity, fairness, transparency, and accountability in our interactions with the community, customers, and other stakeholders.

Core Principles

Integrity and Honesty

We expect all individuals associated with MPB Industries Ltd to act with integrity and honesty in all their activities and interactions. This includes being truthful, transparent, and maintaining the highest standards of professional and personal conduct.

Respect and Fairness

We value diversity and treat all individuals with respect and fairness, regardless of their race, ethnicity, gender, age, religion, sexual orientation, or any other characteristic. Discrimination, harassment, and any form of unfair treatment will not be tolerated.

Confidentiality and Privacy

We are committed to protecting the confidentiality and privacy of sensitive information. Employees and stakeholders must handle confidential information with utmost care and adhere to applicable laws and regulations regarding data protection.

Compliance with Laws and Regulations

All individuals associated with MPB Industries Ltd must comply with applicable laws, regulations, and industry standards. They should stay informed about legal requirements relevant to their roles and responsibilities.

Conflict of Interest

Employees and stakeholders are expected to avoid conflicts of interest that may compromise their judgment or unduly influence their decisions. If a conflict of interest arises, it must be promptly disclosed to the appropriate authority.

Ethical Decision-Making

We encourage individuals to make ethical decisions by considering the potential impact on stakeholders, evaluating alternatives, and seeking guidance when faced with complex ethical dilemmas. Open dialogue and a culture of ethical awareness are essential in promoting ethical decision-making.

Protection of Resources

All resources belonging to MPB Industries Ltd, including physical assets, intellectual property, and data, should be used responsibly and protected from misuse or unauthorized access.

Social Responsibility

We recognize our responsibility to contribute positively to society and the environment. We strive to minimize the environmental impact of our operations, engage in fair trade practices, and support initiatives that benefit our local communities.



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Reporting Concerns and Complaints

Open Communication

MPB Industries Ltd encourages open communication channels to raise concerns, report potential ethical violations, or seek guidance. Employees, customers, and members of the community are encouraged to communicate their concerns without fear of retaliation.

Reporting Process

Concerns and complaints can be raised through the following channels:

- a) Managing Director
- b) Direct supervisor/manager
- c) Human Resources department
- d) SDI Group

Investigation and Resolution

All concerns and complaints will be treated with seriousness and addressed promptly. Investigations will be conducted impartially, ensuring confidentiality to the extent possible. Appropriate actions will be taken based on the findings, including corrective measures, disciplinary actions, or necessary changes to policies and procedures.

Training and Awareness

MPB Industries Ltd is committed to providing regular ethics training and awareness programs to ensure that all employees and stakeholders understand and adhere to this Ethics Policy. Training may include workshops, online modules, and dissemination of relevant materials.

Policy Review

This Ethics Policy will be reviewed periodically to ensure its relevance and effectiveness. Changes may be made to align with evolving ethical standards, legal requirements, and emerging issues. Employees and stakeholders will be informed of any updates or revisions to the policy.

Adherence to this Ethics Policy is a fundamental expectation for all individuals associated with MPB Industries Ltd. Violations of this policy may result in disciplinary action, up to and including termination of employment or contractual relationships.

By following this Ethics Policy, we foster a culture of integrity, trust, and responsible behaviour within MPB Industries Ltd and demonstrate our commitment to ethical business practices.