



# Principles of Ethics Policy

---

*Revised – 04 January 2021*

## **1 Objective**

The objective of these principles is to establish the standards of ethical behaviour and fairness expected of our people. They are in line with one of our core values – we are open, honest and collaborative.

## **2 Obligations**

SMV is committed to operating to the highest standards of ethical behaviour, honesty and fairness in all relationships with our stakeholders. As representatives of the Company, all personnel of the SMV Group of companies are expected to work in accordance with these principles, as a minimum, at all times. It is the responsibility of our leaders to set a personal example and to ensure that the work environment and management practices support these principles.

## **3 Principles**

To comply with all applicable laws, regulations and statutory obligations in the countries in which we operate.

Work decisions are applied equally and fairly. SMV has a firm commitment to fair treatment principles, and will ensure that no discriminatory policies or practices exist in any aspect of employment, or when providing goods and services to our clients.

We act in accordance with SMV's values, which include respect, openness, honesty, and safety in all we do.

We respect difference and consider diversity a strength. Diversity extends to culture, gender, beliefs, experiences and opinions.

Our work environment allows all personnel to work to their full potential, free of all forms of harassment, discrimination and bullying.

We accept responsibility and are accountable for our actions. Bad news is shared early, so we can act on and learn from our mistakes. We do not hide bad news.

We avoid situations which involve or may involve a conflict between personal interests and the interests of SMV.

Personnel shall not seek, offer or accept any payments, gifts, entertainment or other inducements beyond that which is considered as normal and legitimate business practice.

SMV resources, including information systems, shall be used in an appropriate and responsible way.

Each business within the SMV Group shall ensure that expectations in relation to personnel conduct are clearly communicated.