



MANILOM GLOBAL SOLUTIONS CO. LTD

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Good Business Practices Policy Statement

Introduction: At MANILOM GLOBAL SOLUTIONS Co. LTD, we recognize the importance of maintaining the highest ethical standards and conducting our business with integrity and responsibility. This Good Business Practices Policy outlines our commitment to fostering a culture of honesty, transparency, and accountability in all our operations.

Policy Statement:

- Ethical Conduct:** MANILOM GLOBAL SOLUTIONS Co. LTD is committed to conducting business with the highest ethical standards. Our employees will adhere to principles of honesty, fairness, and integrity in all their interactions with colleagues, clients, suppliers, and the wider community.
- Compliance with Laws and Regulations:** We will comply with all applicable laws, regulations, and industry standards governing our business operations. This commitment extends to both local and international jurisdictions in which we operate.
- Anti-Corruption:** MANILOM GLOBAL SOLUTIONS Co. LTD has a zero-tolerance policy for corruption in any form. We will not engage in bribery, extortion, or any other corrupt practices, and we expect the same commitment from our employees, partners, and associates.
- Fair Competition:** We are dedicated to promoting fair competition in the marketplace. MANILOM GLOBAL SOLUTIONS Co. LTD will not engage in anti-competitive practices, and we will respect the rights and intellectual property of others.
- Conflicts of Interest:** Our employees will avoid situations that may lead to conflicts of interest. Any potential conflicts will be disclosed promptly, and appropriate measures will be taken to ensure that business decisions are made objectively and in the best interest of the company.
- Transparency and Accountability:** We are committed to maintaining transparency in our business dealings. MANILOM GLOBAL SOLUTIONS Co. LTD will provide accurate and complete information to stakeholders, including clients, shareholders, and regulatory authorities. We will also ensure accountability for our actions and decisions.
- Responsible Sourcing:** We will engage in responsible sourcing practices, ensuring that our supply chain partners adhere to ethical and sustainable standards. MANILOM GLOBAL SOLUTIONS Co. LTD will work with suppliers who share our commitment to social responsibility and environmental stewardship.
- Corporate Social Responsibility (CSR):** MANILOM GLOBAL SOLUTIONS Co. LTD recognizes its role in contributing to the well-being of society. We will actively engage in

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corporate social responsibility initiatives, supporting community development, environmental conservation, and other socially responsible activities.

9. **Employee Well-Being:** We value the well-being of our employees. MANILOM GLOBAL SOLUTIONS Co. LTD will provide a safe and inclusive work environment, foster professional development, and promote work-life balance to ensure the health and happiness of our workforce.
10. **Continuous Improvement:** We will continually assess and improve our business practices. Regular reviews, audits, and feedback mechanisms will be implemented to identify areas for enhancement and ensure the ongoing alignment of our business practices with ethical standards.

This Good Business Practices Policy reflects MANILOM GLOBAL SOLUTIONS Co. LTD's commitment to conducting business in a manner that upholds ethical values, respects stakeholders, and contributes positively to the communities in which we operate.



Ilukor Geresom,
MANAGING DIRECTOR/CEO MANILOM GLOBAL SOLUTIONS CO. LTD

11th January 2024

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URSB: Company Registration number: 80034902628327
URA TIN number: 1040923421