

NALLIK

SAFETY SOLUTIONS (PTY) LTD

Code Of Ethics & Standards For Conduct Policy



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STATEMENT OF INTENT : SAFETY IS OUR PRIORITY

Nallik Safety Solutions (Pty) Ltd, trading as Nallik Safety Solutions Workwear, hereinafter referred to as Nallik Safety Solutions, is one of the largest Personal Protective Equipment (PPE) services providers and a leading authorized distributor of some of the best brands in the market for PPE. We understand that you want the best value, which is why we only partner with top brands, including but not limited to: Dromex, Wayne, Rebel, Jonsson, SiSi CAT, JCB, DOT, Barron, Javlin, Bova, Kaliber, Rebel, and Pioneer Safety. These brands not only meet international standards but also prioritize the safety and well-being of your employees while increasing productivity.

We offer a wide range of Conti-Suits to protect your workers' clothing or to protect them from workplace hazards. We also offer the following services: Embroidery Reflective, Vest Printing Safety Sign, and Printing T-Shirt.

At Nallik Safety Solutions (Pty) Ltd, we prioritize occupational safety. Personal Protective Equipment (PPE) serves as a vital safeguard against the myriad hazards that workers encounter on a daily basis. Whether engaged in heavy machinery operations or exposed to detrimental substances, employees depend on PPE, including hard hats, breathing apparatus, hand protection, and safety footwear, to mitigate risks and preserve their health. Given the distinct demands of various work settings, it is imperative that PPE adheres to stringent standards of resilience, ergonomics, and efficacy, thereby empowering workers to execute their responsibilities with utmost safety and efficiency.

We aim to provide Personal Protective Equipment (PPE) and safety wear that not only protects workers but also contributes to a safer and more sustainable work environment.

We are a values-based organization, and we at all times ensure that all our professional relationships mirror our personal integrity, respect for human dignity and the rights of others, honesty, and a commitment to do what is right, fair, reasonable, and lawful. We are committed to good sustainability principles and strive to be a socially responsible and environmentally friendly organization. Good corporate governance is the overarching principle.

Nallik Safety Solutions has therefore adopted this Code of Ethics and Standards for Conduct, by which all Nallik Safety Solutions businesses and employees must abide to maintain the highest level of integrity and ethical conduct. The Nallik Safety Solutions Board is confident that all Nallik Safety Solutions staff will always maintain the values represented in this code. We value your commitment and support.

Killan S Louis Chief Executive Officer

ETHICS PURPOSE STATEMENT

Taking into account Nallik Safety Solutions' standing as a safety provider in the workwear industry, as well as one of the leading distributors for top, strong brands in South Africa and across the globe, it is imperative that we promote ethical business practices and commit to ethical standards of respect, integrity, fairness, and responsibility.

ACCOUNTABILITY FOR THE CODE

Who must follow the Code?

This code applies to all employees of Nallik Safety Solutions, including majority-owned subsidiaries and joint ventures. The term "Nallik Safety Solutions" throughout this document refers collectively to all these entities and businesses.

Nallik Safety Solutions has developed this Code of Ethics and Standards for Conduct for all senior officers, executives, employees, consultants, and contractors of Nallik Safety Solutions (collectively referred to as "Employees") in all its businesses.

OUR VALUES

Our ethics involve applying our values to shape our decisions and actions. We have an explicit set of values that play a key role in shaping the culture of Nallik Safety Solutions and the behavior of its employees.

Our values firmly bond all brands together and guide our interactions with all our stakeholders, including businesses and employees. We keep our values at the heart of everything we do and continuously strive to build an organization we can all be proud of.

While our explicit values describe the core of our ethical behavior, they are not exhaustive of all the ethical norms that guide our behavior, and we also subscribe to other generally accepted norms of conduct that find application in our society as a whole.

Accountability

We own up to our actions. We take ownership of our responsibilities, our actions, and their results, no matter what. We keep our promises to all stakeholders, from our clients to our investors and our own people, not because we have to, but because that's who we are. We hold ourselves and each other accountable to achieve our goals in pursuit of enabling businesses and people from all walks of life to achieve their goals and life aspirations

Diversity

We are truly proud of our diversity. We embrace inclusivity and celebrate the many perspectives and skills that our people bring from their different backgrounds. It is after all the diversity of our irreplaceable human talent that makes us who we are, that brings richness to our thinking and empathy to our actions.

Excellence

We strive for excellence.

We believe that our people and clients deserve the best, and we seek to exceed their expectations. Every interaction is memorable, meaningful, and contributes to their success. We strive to realize the goals of businesses, people, and clients from all walks of life. We are proactive, decisive, and implement the right solutions on time and in a timely manner.

Innovation

We're innovators first.

We believe that you can only change the world if you change the way you look at it. That's why we always challenge each other and ourselves to look for smarter solutions, simpler processes and fresh ideas. It is this inspired approach that keeps us growing as individuals and as a team. We constantly seek out new opportunities with a passion for experimenting and learning and a mindset of implementing and improving.

Integrity

We do the right thing. We don't just talk the talk. For us, integrity means always meaning what we say and saying what we mean. We believe in doing the right thing, to stick to our word and treat all people with the same amount of sincere, generous respect and this sets us apart. We act transparently, courageously and build trust by always acting in the best interests of our clients and our people.

Teamwork

We are oneteam with one dream.

We care about each other, as colleagues and as people. We listen. We share. We collaborate. We support, encourage and inspire each other all the way. We take ownership for one another's success and always put forward our contributions to making it happen.

Our values are further enhanced by other principles of conduct and ethical norms.

OUR STANDARDS FOR CONDUCT Solid Judgement

We agree that there is no substitute for good judgement and personal integrity, and to assist us to live the philosophy of this code in different situations that may arise, it is important to abide by the following principles:

Know the rules

It is important that our employees know and understand the legal (including legislative and prevailing codes of best practise) and Nallik Safety Solutions requirements that apply to their position and duties.

How to decide what is right:

Take time out to decide on:

- Who is involved?
- What are the facts?
- What are the intentions?
- What are the options?

Decide what is right:

- What are the rules?
- Are you acting in line with Nallik Safety Solutions values?
- Are there legitimate benefits?
- Are there potential negative consequences?
- What is the truth?
- Will there be a reputational impact on Nallik Safety Solutions?

Testing our decision:

- Do I understand all versions or elements of the matter?
- Would the decision or action stand the test of time?
- Is this a decision that somebody else of good standing or the reasonable ethical person will take in similar decision-making circumstances?

Speak up:

- We encourage people to speak up against any breach of our values and standards and have a zero-tolerance policy on retaliation as it is our belief that speaking up is always the right thing to do.
- We ask for guidance or clarification from our leadership and peers.
- We use the reporting line and facilities that are available to us.

We do what is right

In accepting our accountability that is defined in this code, we agree to do the following:

We value our stakeholders

Our stakeholders are defined as any group or individual that can affect Nallik Safety Solutions operations or be affected by Nallik Safety Solutions operations. These stakeholders include (but are not limited to) clients, employees, shareholders, investors, analysts, suppliers of goods and services, regulators, the community, industry associations, intermediaries, trustees, educational institutions, academia, tenants, the media, government and unions.

We treat our stakeholders fairly and strive to enhance and develop products, services and communication channels to meet their expectations. In doing this, we keep abreast of all developments in the markets we operate in, improve and update our knowledge and understanding of our industry on an on-going basis and apply our own unique entrepreneurial skills to grow and be successful.

We comply

We recognise and honour the Constitution of the Republic of South Africa. We comply with all South African laws, regulations and codes that are in force and have bearing on our business. We also recognise, honour and comply with applicable foreign laws, regulations and codes in all jurisdictions where we operate.

We respect the world in which we operate

When engaging with communities, we respect their rights and dignity and are committed to improve the material well-being of societies in which we operate by designing sustainable products and introducing sustainable services that fulfil their needs. We also carefully consider the utilisation of natural resources including energy and water resources and ensure an effective contribution to sustain our environment for the future.

We safeguard Nallik Safety Solutions

- We shall not engage in any criminal or malicious activity that may harm the reputation or physical well-being of the Nallik Safety Solutions.
- We therefore have zero tolerance approach to any incidence of dishonesty and misconduct perpetrated in, or against the Nallik Safety Solutions and we therefore deal appropriately with all such incidences in a timeous and transparent manner.
- We do not tolerate non-compliance with legislation, governance practices, regulatory directives and policies applicable to our business. We deal appropriately with all non-compliance in a timeous, fair and transparent manner.

- We adhere to all the internal controls and procedures to prevent unnecessary risks and to safeguard the assets and interests of the Nallik Safety Solutions.
- We accept that all employees who can transact and contract on behalf of the Nallik Safety Solutions always follow prescribed procedures, act within their delegated authority and apply cautious and diligent judgement. We have an obligation to challenge management if we feel that prescribed procedures and controls are not adequate and pose a risk to conducting business.
- We act responsibly and securely when accessing information technology infrastructure and information held on our devices, networks and digital systems as the protection thereof is essential to our success and integrity.
- All employees who have access to assets and privileges of the Nallik Safety Solutions or control these, endeavour to safeguard and respect such assets and privileges to the degree that can reasonably be expected.
- All assets, including copyright, intellectual property as well as software can only be used for legitimate business purposes and remain the sole property of the Nallik Safety Solutions

We manage conflict of interest

- We always act in good faith and in the best interest of the Nallik Safety Solutions.
- We ensure that no personal activities, affiliations or business interests conflict with the business or financial interests of the Nallik Safety Solutions or any of its clients.
- When dealing with intellectual property and protected information owned by the Nallik Safety Solutions, we do not utilise any privileged information for personal gain or to the detriment of the Nallik Safety Solutions or any of its stakeholders.
- We respect intellectual property and protected information from whichever external source and do not act in disregard of intellectual property rights of another party.
- Nallik Safety Solutions endorses all the principles and institutions that support a free and democratic society; however, it does not favour any political party or any group or movement with political overtones or affiliations.
- We do not provide or accept gifts or entertainment to, or from persons, that could in any way be considered to compromise our integrity or objectivity, or that conflict with legislation.
- We are aware of the nature and implications of bribery and corruption and therefore never offer, promise or give undue monetary or other advantages to public officials or employees of business partners.

We accept that there are consequences

This code of conduct supports the values of the Nallik Safety Solutions as well as the constitutional rights of any individual and/or legal entity. This code should accordingly be read in conjunction with all written policies of the Nallik Safety Solutions.

We accept that failure to comply with the spirit of the code of conduct is just as much a violation as is the failure to comply with the written principles of the code. Non-compliance with this code will be appropriately dealt with. Regular and proper oversight of the ethics programme is performed, and the overall ethical performance of Nallik Safety Solutions is reported and disclosed to stakeholders.

We accept that because it is unacceptable to contravene this code, it may result in disciplinary action, including the termination of employment and that in certain instances the breach can result in the institution of civil and/or criminal proceedings.

We speak out

Nallik Safety Solutions provides secure channels for reporting any unethical behaviour, criminal activity, employee misconduct and non-compliance with legislation and policies. Nallik Safety Solutions ensures that whistleblowing can take place in a non-discriminatory and confidential manner. To this end the formal channels are available to all.

POLICIES AND GUIDELINES

Employees are expected to be familiar with the Nallik Safety Solutions internal policies and procedures as failure to comply may be misconduct and employees may be subject to disciplinary action that could lead to dismissal. In addition, this Code does not address all business conduct. Nallik Safety Solutions maintains additional policies and guidelines that may provide further guidance on matters in the Code or not covered by the Code.

CONTACT DETAILS FOR ETHICS AND FRAUD LINE

Reporting

The Nallik Safety Solutions has several business fraud and ethics lines in place for utilisation by various stakeholders, including employees, customers and authorities, among others. To provide these stakeholders with as many different options as possible to report fraud, the following channels are available:

Ethics lines (anonymous if informant requests) – see Annexure A

When a report is made to an ethics line, the caller may choose to remain anonymous. Callers are however encouraged to identify them to facilitate communication. If the caller makes their identity known, we will take every reasonable precaution to keep their identity confidential, consistent with conducting a thorough and fair investigation. To help maintain confidentiality and protect the rights of others, the caller should avoid discussing the issues raised, or any content of an investigation with other employees/individuals.

Investigations

The Nallik Safety Solutions takes all reports of possible misconduct seriously. We investigate matters timeously and confidentially, decide whether any code, law or policy has been violated and take appropriate corrective action.

POLICY REVIEW

This policy is to be reviewed annually and the approval thereof is vested in the Social, Ethics and Transformation Committee.

CONTACT DETAILS FOR THE ETHICS LINES

Annexure A

NALLIK SAFETY SOLUTIONS (PTY) LTD Ethics lines	
NALLIK SAFETY SOLUTIONS	0734 18 75 99
	0786 65 63 61

