



CORPORATE POLICY 4.1
Code of Ethics Policy
Version 1
Issued 22 May 2021

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Version 1 – Issued 22 May 2021

t +855 92 655 118
#113, St. 07, Prek Samraong Village, Sangkat Ta Khmau,
Krong Ta Khmau, Kandal Province, Kingdom of Cambodia.

www.camfiresafe.com



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Cam FireSafe Co., Ltd (CAM FIRESAFE) is committed to the development of safety practices across all industries and our mission is to ensure that we provide safety solutions for our clients who operate in South East Asia's often opaque and unpredictable environment.

Such environments often include regions with high security risks, unstable political systems, and complex industry. Trust and respect of our clients, business partners, government officials and communities among whom we operate is paramount to success.

All CAM FIRESAFE employees are required to comply with the laws and regulations of the countries in which they operate. Legal compliance and our ability to maintain the highest standards of personal integrity and ethics, no matter how challenging the circumstances, is crucial to the long-term success and sustainability of our company.

OUR ETHICAL COMMITMENT

Ethics defines who we are and how we operate. Every day we are asked to assist clients who find themselves in controversial, challenging and morally complex situations. Even though our ethics are often challenged in difficult circumstances, adhering to them is essential. In order to best help our clients, do business in the most challenging environments, we must trust in and abide by our ethical code.

OUR VALUES

CAM FIRESAFE has core values that define our company: integrity, ethics, teamwork, professionalism and excellence.

BUSINESS INTEGRITY

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Business integrity is the core of our company and not only involves legal compliance but involves the implementation of our core values. CAM FIRESAFE does not engage in any activity that may jeopardise our business integrity, including paying bribes, engaging in acts of corruption or receiving kickbacks either directly or indirectly.

CAM FIRESAFE employees are at all times expected to avoid any malpractice and encouraged to use their judgement to promote good practice in accordance with the company's commitment to high standards of integrity.

CONFLICTS OF INTEREST

CAM FIRESAFE staff must avoid personal situations or activity that might conflict or could be seen to be in conflict with the interests of CAM FIRESAFE and our clients. This includes acting on any information gained through employment with CAM FIRESAFE or from clients for personal gain; passing such information to a third party or unauthorized recipient; or acting in any way that could be construed as abusing your employment position for personal gain.

Conflicts of interest can arise if individuals have a personal interest in business dealings involving CAM FIRESAFE. Personal interest can be direct or indirect and refers not only to personal interests but to those of family members and friends.

Any potential conflict must be reported to CAM FIRESAFE senior management immediately.

CONFIDENTIALITY

CAM FIRESAFE adheres to the strictest standards of confidentiality of its client's work.

CAM FIRESAFE employees must never disclose the details of a client or the work undertaken on behalf of the client to any third party or unauthorized entity.

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All CAM FIRESAFE documentation and client documents entrusted to the company must be handled securely and remain confidential. Any breach, or suspected loss, must be reported to the Managing Director immediately.

POLITICAL ACTIVITIES

CAM FIRESAFE has a strict policy to remain political neutral at all times. CAM FIRESAFE will co-operate with governments and other official bodies in the development of policy and legislation that may affect our legitimate business interests, or where we have specialist expertise.

CAM FIRESAFE employees are entitled to their own political views and activities, but they may not use company premises or equipment to promote those views nor associate their views with those of the company.

BUSINESS RELATIONSHIPS

CAM FIRESAFE expects its suppliers, sub-contractors, representatives and joint venture partners to adhere to the standards and principles outlined in this document.

Ethical and reputational issues affecting our company and our client's business interests as well as legal compliance in the countries we work in, will always be considered as a priority when deciding whether or not to work with clients or take on new projects.

GUIDANCE

CAM FIRESAFE requires its employees to abide by this code of ethics in all circumstances. If there are ever any doubts as to the application of this code of ethics, employees are to seek guidance from senior management. Senior management will give full support to any employee who finds themselves in difficult situations as a result of abiding by the code.

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Employees must report actual or suspected infringements of this code to the Managing Director. Employees may report suspected breaches of the code in confidence. They will not be penalised for reporting genuine concerns that prove to be unfounded.

CAM FIRESAFE takes breaches of the code very seriously. Employees who fail to abide by the code may face disciplinary action, including dismissal.

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