

# Code of Ethics and Business Conduct Policy

Our actions today mould the future

## Policy

Sound business principles, integrity and good governance underlie all our business activities.

## Purpose of the Policy

To consistently guide management and staff behaviour to comply with ethical principles, core values and the required standards of conduct in the best interest of all stakeholders.

To achieve this, the following policy objectives have been defined;

## Policy Objectives

- TCPLC will comply with all applicable legislation and defined standards of conduct;
- Audit and continually improve the effectiveness of the documented management systems to ensure compliance;
- At all times apply the principles of fairness, accountability, responsibility and transparency in making business decisions;
- Consistently adhere to morals, company values and principles;
- Treat every stakeholder with dignity, respect and fairness;
- Zero tolerance of any form of dishonesty, fraud, theft or business transaction which does not have the company's best interest at heart;
- Provide a forum for all stakeholders where any form of irregularity can be reported without fear of victimisation;
- Increase awareness of this policy throughout the organisation by using the company communication systems.

This policy will be reviewed on a periodic basis to ensure that it is best suited to realising its purpose and objectives

## Linked Procedures:


THRP 001 – Code of Ethics and Conduct

THRP 002 – Conflict of Interest

THRP 007 – Nepotism and Favoritism

THRP 013 – Disciplinary Procedure and Code

THRP 014 – Protection from Harassment

<b>Issued by</b>		Revision Number	05
	Reinhardt Swart Managing Director	Date	24 November 2023



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