

## CODE OF CONDUCT POLICY

### **Purpose**

The purpose of this Code of Conduct Policy is to outline the standards of behavior expected from all employees, contractors, vendors, and business partners of 17 ASUS Resources Ltd. This policy aims to foster a professional, respectful, and ethical work environment, ensuring that all individuals associated with our company adhere to high standards of integrity and responsibility.

### **Scope**

This Code of Conduct applies to all employees, contractors, vendors, and business partners involved with 17 ASUS Resources Ltd., across all operations and services. It covers conduct in the workplace, in business interactions, and in any activities related to the company.

### **Core Principles**

1. **Integrity and Honesty** and honesty in all dealings and decisions.
  - Avoid conflicts of interest and disclose any potential conflicts promptly.
  - Ensure that all communications, both internal and external, are accurate and truthful.
2. **Respect and Professionalism**
  - Treat all individuals with respect, dignity, and fairness.
  - Maintain a professional demeanor in all interactions, avoiding behavior that could be considered discriminatory, harassing, or inappropriate.
  - Respect the privacy and confidentiality of colleagues, clients, and business partners.
3. **Compliance with Laws and Regulations**
  - Adhere to all relevant laws, regulations, and industry standards.
  - Ensure compliance with the company's policies, procedures, and ethical guidelines.
  - Report any violations of laws, regulations, or company policies to the appropriate authority within the company.
4. **Workplace Safety and Health**
  - Prioritize safety and health in all work environments.
  - Follow all safety protocols and procedures to prevent accidents and injuries.
  - Report any safety hazards or incidents promptly to ensure they are addressed appropriately.
5. **Environmental Responsibility**
  - Act in an environmentally responsible manner, minimizing waste and conserving resources.
  - Comply with all environmental regulations and guidelines relevant to your role and activities.
  - Support the company's sustainability initiatives and practices.
6. **Confidentiality and Data Protection**
  - Safeguard confidential and proprietary information, both of the company and its clients.

- Use company data and information only for authorized purposes and protect it from unauthorized access or disclosure.
- Comply with data protection laws and company policies regarding the handling and storage of personal and sensitive information.

#### **7. Business Conduct and Ethics**

- Conduct business in a fair and transparent manner, avoiding practices that could be considered unethical or illegal.
- Engage in fair competition and avoid any actions that could harm the company's reputation or competitive position.
- Refrain from offering or accepting bribes, kickbacks, or any form of inducement.

#### **8. Responsibility to the Community**

- Contribute positively to the communities in which we operate.
- Support and participate in community engagement and development initiatives sponsored by the company.
- Maintain a positive image of the company through responsible and ethical behavior.

### **Reporting and Accountability**

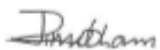
- **Reporting Violations:** Employees, contractors, vendors, and business partners are encouraged to report any concerns or violations of this Code of Conduct to their immediate supervisor or the designated ethics officer. Reports can be made confidentially and without fear of retaliation.
- **Investigations:** All reported violations will be investigated promptly and thoroughly. Disciplinary actions, up to and including termination, may be taken if violations are confirmed.
- **Accountability:** All individuals associated with 17 ASUS Resources Ltd. are accountable for adhering to this Code of Conduct. Compliance with this policy is a condition of continued employment or association with the company.

### **Review and Updates**

This Code of Conduct Policy will be reviewed periodically and updated as necessary to reflect changes in laws, regulations, and company practices. All employees, contractors, vendors, and business partners will be informed of any significant changes to the policy.

### **Conclusion**

At 17 ASUS Resources Ltd., we are committed to maintaining the highest standards of conduct and integrity. By adhering to this Code of Conduct, we ensure that our workplace remains professional, respectful, and aligned with our values and ethical principles.



**Zuberu Jimoh**

Managing Director