

# Corporate Social Responsibility HSP 04


## Our Code of Conduct

Our Code of Conduct provides a common behavioural framework for all Inner City TM employees irrespective of their specific job, direct employer or location and is based around these key values

- Comply with the law and are committed to the highest standards of governance.
- Always behave with honesty and integrity.
- Have regard for the views of our clients and employees alike.
- Are committed to the safety and health of our employees, our contractors, our suppliers, our clients and the general public we interact with.
- Value the rights and dignity of the individual, always ensuring that our words and actions demonstrate our belief in treating people with fairness and respect.
- Value diversity and a diverse workforce.
- Compete fairly and will not engage in corrupt practices.
- Communicate in an open and timely manner.
- Are committed to sustainable development and to achieving exemplary environmental performance.
- We shall not hire children who do not reach the legal age for work.
- No form of human trafficking, forced, bonded or compulsory labour shall be used.
- Wages, including overtime and benefits, shall comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours shall comply with applicable local laws.
- Harassment or discrimination in any form is not acceptable.
- We encourage open communication with management regarding working conditions without fear of reprisal, intimidation, or harassment. We believe that maintaining an environment for dialogue between associates and management will deepen free, open-minded, and two-way communication, making it possible to build a stronger relationship of mutual trust. In addition, associates shall, in accordance with local laws, have the right to associate freely, and join—or choose not to join—labour unions or workers' council.

## Commitment to Principles

In adhering to the above principles, we seek to communicate its commitment to its customers, associates, suppliers, dealers, and other business partners, and to the communities in which we live and work. Further, we expect that any party conducting business with us will embrace and uphold these principles to the best of their ability.



STEVE YOUNG.

Managing Director. 24<sup>th</sup> November 2023