

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

## | Introduction

At Olympus Global UK, our reputation is built not only on the quality and reliability of our automotive and industrial components, but also on the principles that guide the way we do business. As a trusted partner across global markets, we are committed to maintaining the highest standards of ethical conduct, environmental responsibility, and social integrity.

This Code of Conduct and Ethics Policy serves as a roadmap for all employees, suppliers, partners, and stakeholders. It outlines the expectations we uphold in every aspect of our operations—from workplace behaviour and business decisions to our responsibilities to the environment and wider society.

Living by this Code ensures we operate with integrity, foster trust among our stakeholders, and support long-term value creation. Each of us plays a role in preserving and promoting our company's values, and together we can ensure Olympus Global UK continues to lead with purpose, responsibility, and respect.

## | Purpose

The purpose of this Code of Conduct and Ethics Policy is to define the ethical principles and standards that guide how Olympus Global UK conducts business. It reflects our commitment to legal compliance, social responsibility, environmental sustainability, and corporate integrity.

This Code ensures that all individuals representing Olympus Global UK understand their responsibility to uphold our values and contribute to a culture of trust, fairness, and accountability.

## | Scope

This Code applies to all employees, officers, directors, contractors, and temporary workers of Olympus Global UK, regardless of location or role. It also extends to third-party partners, suppliers, and service providers, who are expected to uphold similar standards in their interactions with and on behalf of our company.

## | Core Principles

Our Code is guided by the following core principles:

- Integrity in all business practices
- Accountability for our actions
- Respect for individuals, communities, and the environment
- Transparency in communication and decision-making
- Sustainability in operations and supply chains

## | Zero Tolerance

While this Code gives guidance to employees in certain situations, there are specific areas where Olympus Global has a policy of zero tolerance. These are:

- unsafe, illegal or unethical working practices

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

- violence and aggression
- discrimination, bullying and harassment
- bribery and corruption
- retaliation or action against anyone who speaks up and, in good faith, reports a wrongdoing.

Any breach of the Code will be considered a disciplinary matter, which could result in disciplinary up to and including dismissal.

## | Business Ethics

### | Compliance with Laws and Regulations

The Company is committed to abiding by all applicable laws, rules and regulations in the countries in which we operate. All employees and associated workers during the course of their work must also follow all applicable laws, rules and regulations.

The Company will always take appropriate action against those who carry out unlawful activities to include disciplinary action and where applicable matters will be reported to the police.

If you believe there is any discrepancy or have concerns or queries about the legality of your own, behaviour of a colleague, or any other associated worker's actions, you must raise the matter with your manager. It is our policy that staff who raise concerns in good faith shall not suffer any kind of punishment or retaliation.

### | Anti-Bribery and Corruption

Olympus Global maintains a strict zero-tolerance policy toward all forms of bribery, corruption, extortion, and embezzlement. Under no circumstances may employees or third parties offer, give, solicit, or accept bribes or facilitation payments.

In line with the Bribery Act 2010, Olympus Global prohibits the bribery of any individual connected with its business. Employees must not authorise, offer, promise, give, or receive any form of bribe intended to obtain an improper or unlawful advantage—regardless of the value involved.

Excessive gifts or hospitality may, in certain cases, be perceived as bribery. If you are unsure about whether a gift or invitation is appropriate, you must consult your line manager or a director before proceeding.

All gifts or hospitality offered by suppliers, customers, contractors, or other third parties must be transparently declared to your manager.

Olympus Global has a comprehensive Anti-Bribery and Corruption Policy, which all employees are expected to familiarise themselves with and adhere to at all times.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

### | Fair Competition

We compete fairly and in compliance with all applicable antitrust and competition laws. Anti-competitive behaviour such as price-fixing, market division, and abuse of market dominance is prohibited.

### | Conflicts of Interest

Employees must avoid situations where their personal interest's conflict—or could be perceived to conflict—with the interests of Olympus Global UK.

A conflict of interest may arise when an individual's personal interests, relationships, activities, or external commitments—such as those involving family, friends, financial interests, social associations, or other employment—interfere, or appear to interfere, with the interests of the Company, its customers, or suppliers. Such conflicts may compromise an individual's ability to act objectively and make impartial decisions in the workplace.

Other ways to define a conflict of interest include:

- A situation where the goals or responsibilities of two parties are incompatible.
- A situation where an individual is positioned to benefit personally from actions or decisions made in their official role.

It is essential that decisions impacting the Company, and its stakeholders are made fairly, transparently, and without bias. Employees must disclose any actual or potential conflicts of interest to their manager as soon as they arise. This ensures that those with a vested interest are not involved in relevant decision-making processes.

Employees are expected to represent Olympus Global UK in a professional, ethical, and responsible manner at all times. Accordingly, employees may not accept any employment, consultancy, or advisory role with an organisation that does business with—or competes with—the Company, unless explicitly authorised and conducted as part of their role with Olympus Global UK.

If you are unsure whether a situation may constitute a conflict of interest, you must seek guidance from your manager without delay.

### | Financial Integrity

We maintain accurate and transparent financial records. Fraudulent activity, including falsification of records or misrepresentation of data, is strictly prohibited and will result in disciplinary action.

Olympus Global UK is committed to maintaining the highest standards of financial integrity and transparency in all our operations. Our financial practices must comply with all applicable

Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

laws, including UK financial regulations, anti-money laundering laws, and internal control frameworks.

#### | Accurate Record-Keeping

All financial transactions must be recorded truthfully, promptly, and accurately in line with generally accepted accounting principles and company procedures. False, misleading, or incomplete entries are strictly prohibited. Employees involved in finance, procurement, or reporting functions have a particular responsibility to ensure integrity in record-keeping.

- Sales, expenses, and payroll data must be supported by clear documentation.
- All financial records must be retained and stored in accordance with our Data Retention and Financial Control Policies.
- Errors must be reported immediately—employees should not attempt to conceal or self-correct without transparency.

#### | Anti-Fraud Measures

Fraud in any form will not be tolerated. Fraud includes, but is not limited to:

- Misappropriation of company assets or funds
- Manipulation of financial records or reports
- Submission of false expense claims
- Unauthorised transactions or misrepresentation of performance

Any attempt to secure unlawful or improper financial gain—whether for personal benefit or on behalf of the company—will lead to disciplinary action and may result in termination, criminal prosecution, and recovery of losses.

#### | Anti-Money Laundering (AML)

Olympus Global UK takes a firm stance against money laundering. Employees must remain vigilant and report any suspicious transactions or activities that may involve criminal property or attempts to disguise its origin. This includes:

- Unusual payment patterns or requests
- Complex ownership structures without clear purpose
- Transactions inconsistent with the customer’s known business profile

Failure to report suspicious activity could result in legal penalties for the company and the individual.

#### | Internal Controls and Audits

Internal financial controls are in place to prevent errors, detect irregularities, and safeguard company assets. Employees are expected to:

- Comply with internal approval processes
- Cooperate fully with internal and external audits
- Report any observed breaches of control or misuse of funds

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

Our Finance and Compliance teams are empowered to conduct audits and investigations to ensure adherence to these controls.

#### | Reporting Concerns

Employees must report concerns about financial mismanagement, fraud, or ethical breaches through their line manager, QHSE & Compliance Manager, or HR. Anonymous reporting channels are also available in line with our Whistleblowing Policy.

We guarantee that individuals who report concerns in good faith will be protected from retaliation.

#### | Employment Practices and Human Rights

##### | Equal Opportunities

Olympus Global promotes a workplace free from discrimination, bullying, and harassment. We value diversity and provide equal opportunities for all, as outlined in our Equal Opportunities and Anti-Harassment policies.

The Company has zero tolerance to bullying and harassment. Disciplinary action will be taken against inappropriate behaviour that shows lack of respect for others or causes people to feel threatened.

For further information, employees should refer to the Anti-Bullying and Harassment Policy.

##### | Diversity, Equity & Inclusion

We foster a workplace culture that embraces diversity and promotes equal opportunity, regardless of race, gender, age, religion, sexual orientation, disability, or any other protected status. All employees will be supported and encouraged to perform to their potential.

For further information, employees should refer to the Equal Opportunities Policy and the Diversity, Equality and Inclusion Policy.

##### | No Forced or Child Labour

We do not tolerate any form of modern slavery, forced labour, or child labour in our operations or supply chain.

Olympus Global UK has a zero-tolerance policy for all forms of forced, bonded, involuntary, or child labour. We are fully committed to upholding the rights and freedoms of all workers, in line with the UK Modern Slavery Act 2015, ILO conventions, and other relevant international human rights frameworks.

We do not tolerate the use of slavery, servitude, forced labour, or human trafficking in any part of our business or supply chain.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

Employment with Olympus Global UK must be based on the free will of individuals. All employees must be working voluntarily, without threat, coercion, or deception.

We categorically prohibit practices such as:

- Withholding passports or identity documents
- Charging recruitment fees to workers
- Restricting workers’ freedom of movement or communication
- Forcing overtime under threat of penalty
- Imposing financial or physical threats to compel service

Olympus Global UK does not employ anyone under the minimum legal working age, in compliance with national laws and ILO Convention No. 138.

We take extra precautions in cases of young workers (ages 16–18) to ensure that their work is safe, appropriate, and does not interfere with their education or wellbeing.

#### | Expectations of Our Supply Chain

Our suppliers, contractors, and business partners are required to comply with the same standards. This is embedded in our Supplier Code of Conduct. We conduct due diligence and, where appropriate, audits to assess the risk of modern slavery and forced labour within our supply chain, particularly in high-risk regions or sectors. Any supplier found to be involved in such practices will face contract termination and possible reporting to relevant authorities.

Any suspected case of forced labour—whether internal or within our supply chain—must be reported immediately to management, HR, or through the confidential whistleblowing channel.

Reports will be investigated promptly and discreetly. We are committed to protecting whistleblowers

#### | Workplace Conduct

Employees are expected to demonstrate professionalism and respect at all times—both within the workplace and in external settings, including business travel, off-site meetings, and company-sponsored events. This expectation extends to any situation where an individual is representing Olympus Global UK, directly or indirectly.

All employees must exercise sound judgment and discretion, conducting themselves in a manner that upholds the Company’s values and promotes its best interests. Behaviour that could damage the Company’s reputation, disrupt operations, or cause offence to customers, suppliers, or colleagues—whether intentional or perceived—must be strictly avoided.

Professional conduct applies not only within the physical workplace but also during any interactions with external stakeholders, including while working or travelling to customer or supplier locations.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

Employees and associated workers are expected to be courteous, respectful, and considerate in all dealings with colleagues, customers, suppliers, and others they interact with on behalf of the Company.

Any behaviour that violates Company policies, or is deemed inappropriate, unprofessional, or otherwise unacceptable, may lead to disciplinary action. In serious cases, this may include termination of employment.

#### | Health, Safety, and Wellbeing

The Company is committed to maintaining a safe work environment under the Health and Safety at Work Act 1974. All employees must comply with our Safety Handbook and report unsafe conditions or incidents. All contractors and visitors must comply with the Contractor and Visitor Code of Conduct.

Safety at is paramount for our employees, that includes providing and maintaining a safe and secure work environment and this is everyone's responsibility.

Employees must familiarize themselves and comply with our safety rules as communicated at Induction and supplied in the Employee Health & Safety Handbook.

Unsafe work conditions or breaches of health & safety rules such as blocked walkways etc must be reported to a manager immediately - do not ignore unsafe situations or leave it for someone else. Do not undertake work you are not qualified to perform and observe all safety rules and procedures when operating machinery and equipment. Always wear personal protective equipment (PPE) whenever required.

Workplace accidents, injuries, illnesses and dangerous occurrences must be reported immediately.

Further information can be found in our Health and Safety Policy Manual and Employee Health and Safety Handbook.

#### | Drugs and Alcohol

Employees must report to work free from the influence of drugs or alcohol. Breaches may result in immediate disciplinary action, including dismissal.

#### | Environmental Stewardship

##### | Sustainable Operations

At Olympus Global UK, we are committed to embedding sustainability into the heart of our operations. As a supplier of automotive and industrial components, we recognise our role in minimising environmental impact and promoting efficient use of resources across our value chain. Our approach is guided by the principles of continuous improvement, innovation, and alignment with environmental standards such as ISO 14001.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

We strive to reduce our carbon footprint through energy-efficient operations, responsible waste management, and sustainable sourcing practices. Wherever possible, we recycle materials, reduce raw material use, and partner with suppliers who share our commitment to ethical and environmentally sound practices. We also encourage employees at all levels to participate in environmental initiatives, helping to build a greener, more resilient future for our business and our communities.

#### | Climate Action

Olympus Global UK recognises the urgent global need to address climate change and supports the transition to a low-carbon economy. We are committed to reducing our greenhouse gas (GHG) emissions across operations and aligning our efforts with international frameworks such as the Paris Agreement, and where appropriate, the UK Government's Net Zero by 2050 target.

As part of our climate action strategy, we monitor energy consumption and carbon emissions to identify opportunities for improvement. This includes investing in energy-efficient technologies, exploring renewable energy sources, and optimising transportation and logistics to reduce our carbon footprint. We also encourage suppliers and partners to adopt climate-conscious practices, contributing to a more sustainable supply chain.

Our goal is to embed climate resilience into every aspect of our business—mitigating risks, seizing opportunities for green innovation, and doing our part to safeguard the environment for future generations.

#### | Responsible Sourcing

Olympus Global UK, responsible sourcing is a fundamental part of our commitment to ethical business, environmental stewardship, and social responsibility. We understand that the sustainability and integrity of our supply chain are critical not only to our reputation but also to the long-term resilience of our business.

We expect all our suppliers and business partners to uphold high standards in areas such as labour rights, human rights, environmental impact, health and safety, and ethical conduct. This includes strict compliance with laws relating to forced labour, child labour, and modern slavery, as well as environmental regulations and anti-corruption practices.

As part of our supplier management process, we conduct due diligence and may assess risk levels based on geography, industry, and material type. We prioritise working with suppliers who demonstrate transparency, embrace sustainable production practices, and continuously improve their ESG performance. Where necessary, we support suppliers with corrective action plans and seek collaboration over compliance.



We are especially mindful of the environmental and social risks associated with raw material sourcing—such as rare earth minerals, metals, and plastics—and we seek to partner with suppliers who prioritise traceability, ethical extraction, and circularity.

## | Data Privacy and Confidentiality

### | Data Protection

Olympus Global is committed to protecting the privacy and security of personal data in compliance with applicable data protection laws, including the GDPR, CCPA, and others. We collect and process personal data only for legitimate business purposes and take steps to ensure that it is accurate, relevant, and securely stored.

Personal data is accessed only by authorized individuals and is protected through encryption, access controls, and regular security audits.

We respect individuals' rights to access, correct, delete, or restrict their personal data, and we ensure transparency by informing individuals about how their data is used. In cases of data sharing, we require third parties to adhere to strict data protection standards. Olympus Global also maintains a clear process for reporting data protection concerns and ensures prompt investigations into any potential breaches. For further information please see the Data Protection & Privacy Policy.

### | Confidential Information

At Olympus Global, we recognize the value of confidential and proprietary information, which includes any non-public, sensitive data or knowledge that could be detrimental to the company or its stakeholders if disclosed without authorization. Confidential information can take many forms, including but not limited to, business strategies, financial data, intellectual property, customer and supplier information, trade secrets, technical specifications, and employee records.

### | Responsibilities in Handling Confidential Information

All employees, contractors, and business partners must treat confidential information with the utmost care and adhere to the following principles:

- **Non-Disclosure:** Confidential information should not be disclosed to unauthorized individuals or entities, both within and outside the organization, unless explicitly authorized by management or required by law.
- **Use for Intended Purpose Only:** Confidential information should only be used for the purpose for which it was provided and should never be used for personal gain or for any other unauthorized purposes.
- **Careful Storage and Disposal:** Confidential documents, both physical and electronic, should be securely stored, and any digital files containing confidential information should be protected with appropriate encryption or access controls. When no longer

needed, such information should be securely disposed of to prevent unauthorized access.

- Employee Responsibility: Employees must be vigilant when handling confidential information, ensuring that discussions about sensitive topics are held in secure, private settings and that physical documents are not left unattended in public areas.

#### | Exceptions to Confidentiality

There may be limited situations where sharing confidential information is permitted:

- Legal Obligations: If required by law, regulation, or court order, confidential information may be disclosed. However, prior to any such disclosure, employees should consult with legal counsel to ensure compliance with applicable laws.
- Business Relationships: In certain cases, Olympus Global may share confidential information with trusted business partners or vendors who have signed confidentiality agreements (Non-Disclosure Agreements, or NDAs) that bind them to protect the information.

#### | Intellectual Property Protection

Intellectual property (IP) is a critical aspect of Olympus Global's competitive advantage and long-term success. Employees must ensure that all inventions, designs, processes, software, trademarks, and other forms of IP created during their employment are protected and not disclosed without appropriate safeguards. Employees should report any new IP developments to their supervisor or the legal department to ensure proper documentation and protection.

#### | Reporting Breaches of Confidentiality

Any employee or third party who becomes aware of a potential breach of confidentiality or misuse of sensitive information must report it immediately using Olympus Global's internal reporting channels. We take all reports seriously and will investigate breaches promptly to prevent further harm to the organization, its stakeholders, and its reputation.

Failure to comply with confidentiality obligations can result in disciplinary action, up to and including termination of employment, as well as potential legal consequences.

#### | Compliance and Reporting

##### | Obligation to Report

Employees are encouraged and expected to report concerns regarding violations of this Code, either through their manager, QHSE & Compliance Manager, HR, or our anonymous whistleblowing channels.

##### | Non-Retaliation

We prohibit retaliation against anyone who, in good faith, reports a concern or participates in an investigation.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

### | Disciplinary Action

Violations of this Code may result in disciplinary action, including termination of employment or business relationships.

### | Responsibilities

At Olympus Global, every employee, contractor, and business partner play a vital role in upholding our values and adhering to this Code of Conduct and Ethics Policy. Each individual is expected to act with integrity, professionalism, and a commitment to ethical behaviour in all aspects of their work. Below are the key responsibilities:

#### | Employee Responsibilities

- Compliance with Policies: Employees must understand and comply with all internal policies, including the Code of Conduct, and any other specific policies relevant to their role. It is each employee's responsibility to be familiar with these documents and to seek clarification when needed.
- Ethical Decision-Making: Employees are expected to make decisions that reflect Olympus Global's core values of integrity, respect, and excellence. They must report any unethical behaviour, conflicts of interest, or violations of the Code of Conduct, even if they are not directly involved.
- Protection of Company Assets: Employees must take appropriate steps to protect the company's assets, including physical property, intellectual property, confidential information, and other resources. Employees are also responsible for using company resources efficiently and responsibly.
- Maintaining a Respectful Work Environment: Employees are responsible for maintaining a workplace where all individuals are treated with dignity and respect. This includes adhering to policies regarding harassment, discrimination, and bullying. Employees should foster an inclusive and collaborative environment that promotes well-being and productivity.
- Reporting Violations: Employees have a responsibility to report any known or suspected violations of laws, regulations, or internal policies. Reporting can be done anonymously, and Olympus Global will take every report seriously, ensuring that no retaliation occurs against those who speak up in good faith.

#### | Manager Responsibilities

- Leading by Example: Managers must set a strong ethical example for their teams. They are expected to lead with integrity, maintain open lines of communication, and make decisions that reflect Olympus Global's values.
- Ensuring Compliance: Managers are responsible for ensuring that their teams understand and follow the Code of Conduct, including the reporting of ethical concerns and violations. They must encourage an open-door policy for discussing concerns and take action when necessary.
- Providing Training and Support: Managers are tasked with providing ongoing training and support to their teams on ethical behaviour, company policies, and legal

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

requirements. They should ensure that their employees have the knowledge and resources to perform their duties ethically and responsibly.

- Handling Violations: If a violation of the Code of Conduct is reported or suspected, managers are responsible for ensuring it is investigated promptly and appropriately, following the company’s procedures for disciplinary action if necessary.

#### | Senior Leadership Responsibilities

- Establishing a Culture of Ethics: Senior leaders are responsible for creating and maintaining a company-wide culture that emphasizes ethics and compliance. They must ensure that Olympus Global’s business practices reflect the highest standards of integrity and transparency.
- Oversight and Accountability: Senior leadership is responsible for establishing systems to monitor compliance with the Code of Conduct, ensuring that the policies are enforced consistently across all levels of the organization. They must also ensure that any corrective actions are taken to address violations.
- Continuous Improvement: Senior leaders should periodically review the Code of Conduct and related policies to ensure they are up to date with evolving legal, regulatory, and industry standards. They are also responsible for driving initiatives to promote continuous improvement in ethical practices throughout the organization.

#### | Third-Party Responsibilities

- Partnering with Ethical Vendors: Olympus Global expects its suppliers, contractors, and other third-party partners to adhere to the same ethical standards that we set internally. Third parties must comply with all relevant laws, regulations, and company policies, particularly in the areas of anti-corruption, labour standards, and environmental practices.
- Monitoring Third-Party Compliance: Olympus Global is responsible for ensuring that third parties who are critical to our operations comply with our ethical standards. We will engage in due diligence processes, including background checks and regular audits, to assess third-party adherence to our values.

#### | Objectives & Targets

At Olympus Global, we strive to foster an ethical culture that not only adheres to our values but also promotes continuous improvement. To ensure that our business practices are effective and aligned with our goals, we have established both qualitative objectives and quantitative targets. These will guide our decision-making, performance assessments, and overall commitment to ethical behaviour.

#### | Objectives

- Promote Ethical Decision-Making: We will ensure that all employees are equipped to make ethical decisions by providing ongoing training, resources, and guidance. Our goal is to create an environment where employees at all levels feel empowered to make decisions that align with our values.

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

- Foster an Inclusive and Respectful Workplace: We are committed to maintaining a diverse, inclusive, and respectful work environment. Our objective is to build and maintain a culture where all employees feel valued and where diversity is celebrated.
- Strengthen Supplier Relationships: We will ensure that our suppliers, contractors, and partners share our ethical standards by fostering long-term, transparent relationships based on mutual respect and shared values. This includes promoting sustainable business practices, responsible sourcing, and anti-corruption measures.
- Improve Corporate Social Responsibility (CSR): We aim to enhance our contributions to local communities, environmental sustainability, and social well-being. This includes engaging in initiatives that promote education, health, and environmental protection.

### | Targets

- 100% of employees to complete annual ethics and compliance training.
- A 10% year-over-year reduction in workplace incidents related to harassment, discrimination, or ethical violations.
- 95% of critical suppliers to be compliant with Olympus Global's ethical standards, as evidenced by completed audits and reports.
- Achieve a 42% reduction in greenhouse gas emissions across global operations over the next five years.
- 75% of employees to participate in at least one community service or CSR activity per year.
- Resolve 95% of ethical violations or complaints within 30 days.

### | Monitoring and Evaluation

To ensure that we are meeting our qualitative objectives and quantitative targets, we will:

- Regularly track progress through internal audits, employee surveys, and third-party evaluations.
- Provide periodic reports to senior leadership on the status of our ethical objectives and targets.
- Make adjustments as needed based on the findings from evaluations to improve our practices and achieve our goals.

By setting both qualitative objectives and quantitative targets, Olympus Global can ensure continuous progress toward our ethical and corporate responsibilities. These metrics allow us to evaluate success, identify areas for improvement, and demonstrate accountability to our stakeholders.

### | Associated Policies & Documents

- POL/001- Quality Policy
- POL/002 - Environmental and Sustainability Policy
- POL/003 - Occupational Health & Safety Policy
- POL/005 - Anti Bribery & Corruption Policy
- POL/006 - Whistleblowing Policy

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

- POL/007 - Corporate Governance & Transparency Policy
- POL/008 - Corporate Social Responsibility Policy
- POL/010 - Sustainable Procurement Policy
- POL/011 - Waste Management & Recycling Policy
- POL/012 - Carbon Emissions & Climate Change Policy
- POL/013 - Diversity, Equality & Inclusion Policy
- POL/014 - Mental Health and Wellbeing Policy
- POL/016 - Equal Opportunity & Anti-Discrimination Policy
- POL/017 - Equal Pay & Fair Wages Policy
- POL/019 - Anti-Bullying & Harassment Policy
- POL/020 - Modern Slavery Policy
- POL/024 - Human Rights Policy
- POL/025 - Local Supplier & SME Support Policy
- POL/026 - Data Protection & Privacy Policy
- POL/029 - Information Security Policy
- POL/031 - Recruitment & Selection Policy
- EHB/085 - Employee Handbook
- EHB/088 - Employee HSE Handbook

### | Policy Review & Monitoring

This policy will be monitored for its effectiveness and a review will be undertaken as to its implementation as a minimum on a biennial basis. The review process will consider its suitability and whether it is sufficient for its purpose.

Information relating to Company policies, practices and procedures are related at the time of induction in the Employee Handbook. Further copies are available to employees and others via the Intranet Policies Section.

Employees are invited to comment on this policy and to put forward any suggestions as to ways in which the policy may be improved. Comments, suggestions or queries should be addressed to Sian Howes, QHSE & Compliance Manager in the first instance.

This policy does not form part of the any employee's contract of employment, and it may be amended at any time. Changes to this policy will be notified by the placing of an updated version within the Policies section, on the company intranet.

### | Document Control

Title:	Code of Conduct & Ethics Policy			
Reference:	OG/CSR/POL/004			
Version:	A Rev 00			
Issue Date:	06/01/2025			
Last Review:	06/01/2025			
Password Protected:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Intranet Access:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

Code of Conduct & Ethics Policy			
Ref:	CSR/POL/004	Version:	A Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	06/01/2025	Review Date:	06/01/2027

## Annex 1 – Whistleblowing Hotline

### | Confidential Whistleblowing Hotline

A dedicated and confidential hotline is available for reporting anonymously:

 Whistleblower Hotline: 07596 294128

 Email: [support@olympusglobal.co.uk](mailto:support@olympusglobal.co.uk)

 Online Reporting Form: [OG Whistleblowing Online Report Form](#)

 Availability: 24/7, confidential and, if preferred, anonymous