

The Uniform Guys Code of Conduct Policy promotes transparency, accountability, and trust, while preventing legal and financial repercussions from unethical behaviour. It also provides guidance for employees on navigating ethical dilemmas and aligning decisions with our values, serving as a foundation for an ethical and responsible company.

The Uniform Guys has adopted the following Code of Conduct Policy:

1. **Compliance with Laws and Regulations:** We and all of our employees are expected to comply with all applicable laws and regulations, including those related to workplace health and safety, equal employment opportunity, and privacy.
2. **Ethical Conduct:** We are committed to conducting business in an ethical manner. This includes being honest and transparent in all dealings with customers, suppliers, and other stakeholders, avoiding conflicts of interest, and refraining from any actions that may compromise the integrity of the company.
3. **Professionalism:** All employees are expected to conduct themselves in a professional manner, treating all customers, suppliers, and colleagues with respect and courtesy.
4. **Confidentiality:** We respect the privacy of our customers, employees, and suppliers, and will take all necessary steps to protect confidential information. Employees are expected to maintain the confidentiality of any sensitive information they may have access to in the course of their work.
5. **Diversity and Inclusion:** We are committed to promoting a diverse and inclusive workplace, where all employees are treated with respect and dignity, regardless of their gender, race, ethnicity, religion, or other personal characteristics.
6. **Conflict of Interest:** Employees are expected to avoid any situation that may result in a conflict of interest. This includes refraining from engaging in any activity that may compete with the interests of the company, or accepting gifts or other favours that may influence their work.
7. **Fair Competition:** We are committed to fair competition, and will not engage in any activities that violate laws related to fair competition.
8. **Health and Safety:** We prioritise the health and safety of our employees, customers, and suppliers. Employees are expected to follow all health and safety policies and procedures, and to report any unsafe conditions or incidents immediately.
9. **Environmental Responsibility:** We recognise our responsibility to protect the environment, and will take all necessary steps to minimise our impact on the environment. Employees are expected to follow all environmental policies and procedures, and to report any environmental incidents or concerns immediately.
10. **Reporting Violations:** Any employee who believes that this Code of Conduct Policy or any other company policy has been violated is expected to report the violation to their supervisor or another designated company representative. The company will investigate all reported violations and take appropriate action.

This Code of Conduct Policy ensures that all employees are aware of their responsibilities and obligations, and that the company operates in an ethical and responsible manner, promoting a positive workplace culture and building trust with customers and suppliers. —