



POLICY ON INTERNAL CODE OF BUSINESS CONDUCT AND ETHICS

WindForce PLC

[Abstract](#)

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WindForce PLC

Internal Code of Business Conduct and Ethics

1. Introduction

Wind Force PLC is committed to maintaining the highest standards of business conduct and ethics. This Internal Code of Business Conduct and Ethics ("the Code") applies to all directors and employees, including officers and staff at all levels, and outlines the principles and guidelines that must be followed in the course of our business activities.

2. Ethical Values

Our company's core values include collaboration, uniqueness, integrity, honesty, customer loyalty, embracing quality, fairness, accountability and responsibility. These values guide our decision-making and interactions with stakeholders.

3. Compliance with Laws and Regulations

Directors and employees must comply with all applicable laws and regulations, both local and international, in all activities and transactions. This includes but is not limited to laws pertaining to securities trading and disclosure obligations.

The ultimate responsibility for overseeing compliance with applicable laws and regulation will be the Board of Directors

4. Integrity at the Workplace

Equitable Employment Treatments

All employees will receive fair and equal treatment, irrespective of their job title or level. Decisions regarding promotion, training, hiring, compensation, and termination will be based on an individual's abilities and performance.

Protection of Company Assets

All employees will bear the responsibility of safeguarding the company assets. Exercising good judgment to ensure that no physical, intellectual property, or financial assets are misused, stolen, or wasted.

Confidentiality and using technology professionally.

We will act within legal bounds and in the best interests of our stakeholders by ensuring that commercially sensitive information is never improperly disclosed. Workplace information systems are provided to enhance our efficiency and professionalism. Internet access and company email usage should be strictly for business purposes, with personal internet use kept to a minimum.

Health and Safety in the work environment

We strive to create a safe and healthy work environment, collaborating with third parties to promote high safety standards. To uphold these standards while representing the company, employees and third parties must refrain from any substance that could harm their job performance.

5. Integrity in Business

Anti-bribery and anti-corruption practice

Bribery and corruption are not only illegal and bad business practices, they are unsustainable and ethically unacceptable. As a Group, we are committed to acting professionally, fairly and with integrity in all our business dealings and relationships.

Fair and transparent competition

We prefer engaging in fair and transparent competition as it ensures that our consumers receive the best service on the most favorable terms. Our success should be rooted in the qualities of our process and our people.

Trade controls and limitations

We will adhere to all relevant laws and regulations in the countries where we operate, ensuring compliance with trade controls, embargoes, and other restrictions. Our commitment is to conduct imports by applicable legal frameworks, respecting the diverse regulations across different jurisdictions.

6. Integrity in Society

Commitment to Community and Social Responsibility

We are dedicated to being responsible corporate citizens, consistently making positive contributions to the communities where we conduct our business. Our stance is politically neutral, and we abstain from providing contributions to political parties, politicians, or candidates. Community contribution is an integral part of our core principles and is ingrained in every aspect of our company.

Environmental Conservation

As a truthful enterprise, we recognize our ongoing responsibilities to the environment. It is imperative to safeguard and enrich natural resources. We pledge to reduce the adverse effects of our business activities and actively contribute to environmental well-being. Every employee is accountable for adhering to environmental laws and regulations in the regions where we conduct business.

Furthermore, we promote and urge our workforce to champion sustainable practices, encompassing water and energy conservation, recycling, waste reduction through reuse, and the utilization of sustainable raw materials.

7. Enforcement and Discipline

Violations of this Code may result in disciplinary action, up to and including termination of employment. Wind Force PLC will enforce this Code consistently and fairly.

8. Review and Amendment

This Code will be reviewed periodically or at least every two years to ensure alignment with evolving regulations and best practices. Amendments may be made when necessary.

9. Training Program

Wind Force PLC will establish an ethics training program for all Directors and employees on an annual basis. Our company will ensure that the code of ethics will be user-friendly. This will be included in our induction program for all new employees.