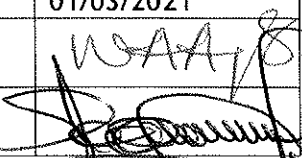
	ETHICAL CONDUCT POLICY		Revision #: 2.0
			Effective Date: 01/03/2021
	Prepared by: William Agyei Amponsah - Admin & HR Manager	Date: 01/03/2021	
Document #: HRM-1.2.1.	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/03/2021	

1.0 Policy Statement

Plantations Socfinaf Ghana (PSG) Limited is committed to demonstrating the highest level of regard for business ethics, environmental practices and full compliance with all applicable laws pertaining to them.

2.0 Scope

This policy is applicable to all PSG's Staff and external stakeholders doing business with, or who are on the premises of PSG at any time.


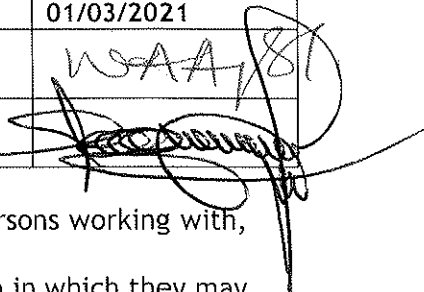
3.0 Definition

Code of ethics: A written set of guidelines issued by an organization to its staff, management and stakeholders to help them conduct their actions in accordance with its primary values and ethical standards.

4.0 Guidelines

PSG is committed to:

- Complying with all international and national legislation, regulations and PSG's own policies in conducting its business;
- Timely, accurate and truthful disclosure of reports and documents filed with or submitted to regulators, and in other public communications made by PSG;
- Using its funds and assets for lawful corporate purposes only, and to maintain PSG's financial integrity;
- Prohibiting all forms of bribery and corruption among all parties working with, for or on behalf of PSG;
- Complying with the United Nations Convention against Corruption, Article 12, which prevents corruption involving the private sector;
- Prohibiting employment of all forms of involuntary or underage labour in the production of goods and services;
- Fair and appropriate disciplinary practices and recognition of the entitlement of all individuals to be treated equitably with dignity and respect;
- Advocating the rights of its employees' to freedom of association and to maintain a workplace free from discrimination, physical or verbal abuse, threats, intimidation and harassment, whilst embracing diversity of opinions and respecting the personal dignity, rights and privacy of every employee;
- Providing a safe and healthy work environment for its employees and manage and encourage adherence to environmental, safety and health rules (as per PSG Environmental and Safety Aspect procedure);

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- Protecting its assets and ensure their efficient use by all persons working with, for or on behalf of PSG;
- Discouraging its employees from participating in any decision in which they may be unable to maintain professional objectivity due to conflicts of interest;
- Engaging only in fair and open competition, by treating competitors, suppliers, customers and colleagues with integrity;
- Encouraging its employees to maintain the confidentiality of information entrusted to them, except when disclosure is authorized by the MD or required by the laws or regulations;
- Ensuring that Corporate/Promotional gifts and hospitality on acceptance by staff & Management valued at **GH¢500.00** and above must be declared through the HOD/MD; and
- Giving charitable donations and sponsorships in line with its Procedures on Corporate Social Responsibility.

NB: PSG does not endorse any form of unethical conduct such as charging fees to workers, recovering cost of recruitment and transportation against workers' wages, receiving gifts and commissions from Labour intermediaries or suppliers.

The Company doesn't employ persons less than 18 years, neither does it engage in trafficked labour.