

CODE OF CONDUCT POLICY

This Code of Conduct establishes the standards of integrity, ethics, professional behaviour and conduct expected of all employees, customers, suppliers, contractors, and other interested parties engaging with English Press Limited (EPL). It is consistent with EPL core values, ethics, policies, procedures, practices and employee handbook, and legislations.

This policy applies to all EPL employees, including management, customers and clients, suppliers, contractors, business partners and any other stakeholders or third parties interacting with EPL and should abide by the following Core Principles:

- Integrity and Ethical Behaviour
 - Conduct business honestly, fairly, and transparently.
 - Avoid conflicts of interest and disclose any potential issues promptly.
 - Comply with all applicable laws, regulations, and industry standards.
- Respect for Human Rights
 - Treat all individuals with dignity and respect.
 - Prohibit discrimination, harassment, forced labour, child labour, and human trafficking.
 - Support diversity, equity, and inclusion within the workplace and supply chain.
- Health, Safety, and Environment
 - Maintain a safe, healthy, and secure workplace.
 - Follow all occupational health and safety guidelines and report unsafe conditions.
 - Promote environmentally responsible practices and sustainable resource use.
- Fair Business Practices
 - Uphold fair competition and prohibit bribery, corruption, and unethical inducements.
 - Ensure accurate and truthful business records, communications, and financial reporting.
- Confidentiality and Data Protection
 - Safeguard confidential information of EPL, its partners, and customers.
 - Handle personal data responsibly and comply with data protection laws.
- Customer and Supplier Relations
 - Deliver high-quality products and services with honesty and transparency.
 - Engage suppliers and contractors who share our commitment to ethical practices.
- Community and Stakeholder Engagement
 - Operate in a manner that respects and supports the communities in which we work.
 - Engage stakeholders openly and constructively.

Failure to comply with this policy may result in disciplinary action, termination of contracts, or legal action as appropriate.

This Code of Conduct Policy will be regularly monitored and reviewed for continuous relevance and suitability.



Shreeti Patel
Chief Finance Officer

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