



**CODE OF ETHICS
POLICY**

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1. Mission and Vision

Ceramic Industries (Pty) Ltd (CI) recognises that maintaining high ethical standards is essential to the long-term economic success of the group. This Policy sets for the standards by which we conduct business at CI. Although this document cannot address every situation that may arise, it provides a framework for the business conduct expected of all employees and all external persons who affiliates themselves with our Company. It is intended to meet minimum legal requirements, as well as set out our Company values at CI. CI recognises that it requires the strength of the individual to differentiate between right and wrong.

All employees and suppliers will demonstrate high levels of integrity, professionalism and performance in their work.

Ceramic Industries will conduct business around the principles of *Excellence, Integrity, Human Dignity and Fairness.*

The way we do Business at Ceramic Industries (Pty) Ltd

Here are the principles of business conduct to which all of us working at or with CI are expected to adhere:

- **Compliance with Applicable Laws:** It is the policy of CI to obey all laws and regulations applicable to its activities. You should not take any action on behalf of CI that you know or suspect violates any law or regulation.
- **Business Loyalty:** You should not put yourself in a position where your personal interests or relationships could conflict or appear to conflict with the best interests of CI. This means that you should avoid doing anything that would compromise or appear to compromise the Company or yourself as an individual.
- **Observance of High Ethical Standards:** You should exercise the highest standards of ethical behaviour and good judgement when conducting Company business.
- **Act in the interests of the Company:** Employees may not enter into any business arrangement which may place the bona fides of their actions in question.

2. Discrimination and Harassment

The Company undertakes to support and fully comply with all Labour and Constitutional Legislation that govern discrimination and harassment in employment and expects everyone associated with CI to do the same.

3. Environmental Health and Safety

Fundamental to the success of Ceramic Industries (Pty) Limited, the Company will protect people and the environment by meeting or exceeding local regulations and CI standards.

4. Whistle-blower

CI recognises that all employees and its associates have the right to speak out on issues of concern to the general public. Should anyone observes unethical conduct or illegal behaviour, they are urged to report such incidents by calling the Whistle Blowers tip-off line on 0801 111 663.

5. Reporting

Because this Policy deals with ethics, your reporting responsibility is mandatory. If you become aware of a violation of the CI – Code of Ethics Policy, you must take appropriate steps to bring the matter to the attention of the CEO. Good faith reporting will be treated with courtesy and discretion.

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