

# Ethical Statement

Management Systems Manual

Eland Cables is conscious of our responsibilities as a business, to our employees, customers and stakeholders, and to the communities and environment in which we all live. To ensure our products, services, and interactions are trusted and dependable, we have set the highest possible ethical standards of behaviour and conduct, and make sure we meet and exceed all legal requirements and obligations.

Our behaviour and conduct is subject to ongoing review so that, even as we adapt to continue to meet the needs and demands of our customers, our standards are maintained and upheld.

This statement sets out the ethical standards to which the company, its employees, and our extended supply chain are expected to conform in their dealings with customers, suppliers, colleagues, shareholders and the world at large. The ethical statement is directed at ensuring honesty and integrity in all areas of the company's activities and specifically the following areas:

## Hiring and Promotion

In connection with the Equal Opportunities Policy in our Employee Handbook, when the company is seeking to hire a new employee or to promote an existing employee, it will make the decision based solely on merit and the individual's ability to do the job in question. Issues such as gender, age, nationality, ethnicity, sexual preference, physical handicap, marital status and other issues that have no direct impact on the individual's ability to do the job will be ignored.

## Harassment

The Equal Opportunities Policy also clearly states that the Company will not tolerate mental, physical or sexual harassment of any kind. This includes bullying and unwanted sexual advances or sexual remarks. Complaints, official or otherwise, should be brought straight to a trusted supervisor/manager, or to the Managing Director.

## Purchasing

The Company will do its best to meet the terms that it has agreed with its suppliers. It will check incoming goods, notify the supplier of any defective products and will endeavour to pay invoices promptly. In return, it expects delivery times to be met and returns to be agreed on in a fair manner.

## Supply Chain

Our suppliers will be expected to uphold the same high ethical standards as us, and our collaboration will be determined by their meeting legal and ethical requirements, including on Modern Anti-Slavery, Anti-Bribery, and on Conflict Minerals. Our customers should be assured that the products they purchase are not ethically compromised.

## Customers

The Company believes that all employees are involved in customer service, including those with no direct contact with customers. The aim of the company is to satisfy the customer each time it makes contact, regardless of the reason, from order processing to despatch, product returns to after sales service, or in providing advice. The Company will not attempt to deceive customers with false advertisements or claims about the quality of its products and services.

It will not intentionally "hide" costs, always try to provide the best deal for the customer and be honest and fair in order to develop strong, lasting relationships.

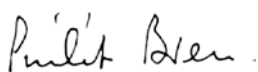
## Environment

The Company will show respect for the environment by complying with, or exceeding, the relevant laws and regulations. The company will also ensure that all waste materials are properly disposed of and, where possible, that recyclable materials are reprocessed. More detail can be found in our Environmental Policy and our ESG statement.

## Government and Law

We abide by the laws of the countries in which we operate, and pay all taxes as required by law. The Company and its employees will not knowingly engage in any illegal or underhand activities. It is the duty of all employees to ensure that the integrity of the Company is maintained in all circumstances.

Signed for and on behalf of Eland Cables



CEO

Date: 15/11/2023