

The purpose of this Ethical Business Policy is to set out the culture of openness, trust and integrity in our business practices.

The Company will conduct business to a high ethical standard, respect human rights in all our works and create a working environment based on mutual trust and respect in which diversity and inclusion are valued. Maintaining a high standard of ethics is a team effort involving the participation and support of every I & H Brown employee.

The Company is committed to protecting employees, partners, vendors and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. We shall address issues proactively and use our best judgment at all times.

In any business practice, honesty and integrity must be top priority. Senior Management will have an open door policy and will welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert Senior Management to concerns within the work force.

All company employees will treat everyone fairly, promote a team environment and avoid the intent and appearance of unethical or compromising practices in relationships, actions or communications. The Company will not tolerate harassment or discrimination.

Employees will help the Company to increase Client satisfaction by providing quality products and timely response to enquiries.

The Company will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company. Every Employee, Manager and Director needs to consistently maintain an ethical stance and support ethical behaviour.

The Company will not tolerate any wrongdoing or impropriety at any time. We shall take the appropriate measures and act quickly in correcting any issues if the ethical code is broken. Breaches of this policy will not be tolerated.

To maintain best working practices the Company reviews this policy when necessary to reflect changes in legislation and industry standards and all Company policies are reviewed by the Board of Directors annually in June each year.

J SCOTT BROWN
MANAGING DIRECTOR

Date: June 2024