



Code of Ethics

Purpose and scope of this code:

The purpose is to promote and enforce ethical business practices and standards in the Company. It forms an integral part of the Company's expectations of all its directors and employees. Acceptance of employment with the Company is deemed to be an acceptance of this code in its entirety.

The code is intended for use to raise ethical awareness and also as a guide for decision making. It is also used in training programmes and to assure customers, suppliers, competitors and all other stakeholders of the integrity of the Company with which they interact.

Our pledge

To our Shareholders:

We aim

- To protect and enhance the company's assets in the interests of all shareholders.
- To ensure compliance with all legislation governing the organisation.
- To produce accurate and timely accounting statements.
- To report any developments that may have a material impact on the value of the shareholder's assets.
- To generate an attractive return to investors on a long-term basis.
- To communicate business policies, achievements and prospects with honesty and integrity.
- Not to participate in any form of bribery or corruption.

To the Community:

We aim

- To serve the community by providing our services efficiently and responsibly and to provide employment opportunities.



- To engage in meaningful development projects within the communities in which we operate.
- To protect the environment in the broadest sense and subscribe to sustainable development. We recognize that certain resources are finite and must be used responsibly.

To our clients:

We strive

- To render a responsible and effective service with integrity
- To give adequate, accurate information and refrain from uncompetitive behaviour.
- To deal with complaints and enquiries in a prompt and efficient manner.
- To protect the confidentiality of information, unless the needs of justice require otherwise.

To our Suppliers:

We strive

- For integrity in dealings with our suppliers as a prerequisite for successful long term business relationships.
- To avoid untruths, concealment and overstatement in our communications.
- To act in the best interests of the Company without any improper motives, when concluding contracts or accepting business for the organisation.
- To maintain the confidentiality of information received from suppliers.
- Not to participate in any form of bribery or corruption.

To our Employees:

We strive

- To respect the dignity of the individual.
- To provide a healthy and safe work environment.



- To comply with all relevant legislation including but not limited to the Occupational Health and Safety Act, Basic Conditions of Employment Act, The Labour Relations Act, and Skills Development Act.

Corporate governance compliance:

We strive

- To comply with and uphold all laws and corporate governance principles.
- To prevent unethical conduct.
- To compete fairly and not engage in restrictive trade practices or abuse any position of market dominance.
- To refrain from false or misleading advertising.
- To avoid discussing proprietary or confidential information in any contact with competitors.
- To prevent misrepresentation of our products and services.
- Not to acquire information regarding a competitor's business by disreputable means.

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