



# CODE OF ETHICS POLICY

At Altitude, we are committed to upholding the highest standards of ethical conduct in all aspects of our business operations. Our Code of Ethics serves as a guide for our employees, management team, partners, and stakeholders to ensure that we consistently demonstrate integrity, honesty, and accountability in everything we do. This Code reflects our dedication to social responsibility, environmental sustainability, and the well-being of all individuals and communities impacted by our activities.

## **1. Integrity and Honesty:**

We conduct all business dealings with honesty, transparency, and fairness, maintaining the highest level of integrity in our interactions with customers, employees, suppliers, and the community at large. We are committed to providing accurate and truthful information and to upholding the principles of honesty and fairness in all transactions.

## **2. Respect and Diversity:**

We value and respect the diversity of individuals and communities, fostering an inclusive work environment that celebrates differences in culture, background, and perspective. We prohibit discrimination, harassment, or any form of prejudice based on race, ethnicity, gender, sexual orientation, religion, age, disability, or any other characteristic protected by law.

## **3. Environmental Stewardship:**

We recognise the importance of environmental conservation and sustainability and strive to minimise our ecological footprint through responsible resource management, waste reduction, and pollution prevention. We are committed to implementing environmentally friendly practices and promoting sustainability initiatives throughout our operations and supply chain.

## **4. Social Responsibility:**

We are dedicated to making a positive impact on society by supporting social causes, community development, and philanthropic efforts. We actively engage in activities that promote social justice, equality, and human rights, and we seek to contribute to the well-being and prosperity of the communities in which we operate.

## **5. Ethical Business Practices:**

We adhere to the highest standards of ethical conduct in all business activities, including but not limited to marketing, sales, procurement, and finance. We avoid conflicts of interest and maintain independence and objectivity in decision-making processes. We comply with all applicable laws, regulations, and industry standards and strive to uphold the principles of fairness, honesty, and integrity in all our dealings.

## **6. Confidentiality and Privacy:**

We respect the confidentiality and privacy of sensitive information entrusted to us by customers, employees, partners, and other stakeholders. We safeguard confidential data and ensure that it is used only for legitimate business purposes, protecting the rights and privacy of individuals and entities.

## **7. Compliance and Accountability:**

We are committed to compliance with this Code of Ethics and all relevant laws, regulations, and industry standards. We hold ourselves accountable for upholding the principles outlined in this Code and encourage employees, partners, and stakeholders to report any suspected violations or concerns through established channels for investigation and resolution.

## **Conclusion:**

At Altitude, our Code of Ethics reflects our core values and commitment to ethical business practices, social responsibility, and environmental sustainability. By adhering to these principles, we strive to build trust, foster positive relationships, and create shared value for our employees, customers, partners, and communities.