

Our commitment to ethical behaviour and solid ethical foundations are one of our most essential components. We are committed to doing business the right way based on a culture of ethics and compliance and in performing our jobs should always act lawfully, ethically and in the best interests of the business.

VISION – We give every surplus asset a new lease of life and by doing the right thing inspire those we work with to accelerate sustainability.

VALUES - Focus on providing disposal solutions. Use integrity in everything we do. Be transparent and accountable. Have mutual trust and respect for each other.

AIMS – To develop and grow our business making it a stable and enjoyable place to work where we, our customers and clients feel valued and reassured.

This code of ethics, along with our various policies, serve as our commitment and guide to proper business conduct for all of our stakeholders. We are committed to doing business legally, ethically and in a transparent manner. This document applies to everyone who works here. We expect you to be impartial and honest in all affairs relating to your job and do nothing to destroy the trust necessary for employment.

The success of our business is based on the trust we earn from our employees, customers and shareholders. We gain credibility by adhering to our commitment to fairness and reaching our goals solely through ethical conduct. All staff are expected to adhere to this code in their professional, as well as personal conduct, treat everyone with respect, honesty and fairness.

Ramco is open to any questions and will not allow punishment or retaliation against anyone for reporting a misconduct in good faith. Managers have a responsibility for demonstrating the importance of this code, addressing ethical questions or concerns. Non-compliance to this code is considered misconduct that could warrant disciplinary action including termination of employment.

Ethical conduct is a value-driven decision-making process. Several key questions can help to identify situations that may be unethical, inappropriate or illegal. Ask yourself:

- Is what I am doing legal?
- Does it reflect our company values and ethics?
- Does it comply with the code and company rules/policies?
- Does it respect the rights of others?
- How would it look if it made the news headlines?
- Is this the right thing to do?

Our supply chain relationships are built upon trust and mutual benefits compliant with competition law. We are dedicated to ethical and fair competition as we sell services based on their quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities, nor will we engage or assist in unlawful boycotts of particular customers. We commit to comply with all applicable trade controls, restrictions, sanctions and import-export embargos.

Thank you for helping me to uphold our vision, values and aims by doing the right thing. It does not only mean that we provide an exceptional quality service, but it also means that ethics and integrity is always born in mind.