

## **Introduction**

Wagagai Gold Mines is committed to conducting business with integrity, transparency, and accountability. This Code of Conduct outlines the principles that guide our employees, partners, and stakeholders.

## **Integrity and Ethics**

- Conduct all operations honestly and ethically
- Avoid corruption, bribery, or unethical influence
- Maintain accurate and transparent records

## **Compliance with Laws**

- Adhere to all applicable local and international laws
- Follow mining regulations and environmental standards

## **Workplace Conduct**

- Promote respect, diversity, and inclusion
- Ensure a safe and healthy working environment
- Prohibit harassment, discrimination, and abuse

## **Environmental Responsibility**

- Operate in an environmentally sustainable manner
- Minimize ecological impact in all activities

## **Confidentiality**

- Protect company and client information
- Do not misuse sensitive or proprietary data

## **Reporting Violations**

All employees and stakeholders are encouraged to report any misconduct or violations without fear of retaliation.