

KTS Code of Ethics

What is the Code?

KTS is committed to complying with all applicable laws and regulations. KTS's Code of Ethics (The Code) states the Group's stance on integrity and legal compliance. It defines the behavior we want to promote, determines proper business conduct and directs how we can identify potential misconduct. It is important that we read, understand and follow the Code. In doing so, we all do our part to ensure the success of KTS.

The KTS Spirit's main elements are:

1. Two-way loyalty of staff to management and management to staff.
2. Commitment to quality service and a willingness to go the extra mile.
3. Valuing of people: demonstrating care for the interests of customers and all who do work for KTS.
4. Building thriving relationships with customers and suppliers through long-term commitments and face-to-face contacts.
5. Honesty in communication with customers and all who do work for KTS.
6. Full compliance with all relevant laws, regulations and internal KTS policies.

Who does the Code apply to?

The Code is a guide for action, not just words, and sets out the minimum standard of conduct we expect from any party working for or representing KTS.

In particular, the Code applies to all employees, customers, suppliers, subcontractors and consultants. It applies to all transactions, large or small, and drives the behaviour expected of every employee in every GAC company in the conduct of its business, at all times. Failure to abide by the Code may result in disciplinary action.

How the Code applies?

The Code addresses five key areas:

1. Global corporate ethics
2. KTS customers
3. KTS staff, subcontractors, consultants and suppliers
4. Community and environment
5. Anti-trust and Competition

Global Corporate Ethics

1. KTS respects and abides by all applicable supranational laws, regulations and international standards governing employment and labour practices.
2. KTS respects the rights and cultural practices of people in the countries in which it operates.
3. KTS provides a work environment in which all employees are treated equally and which prohibits any form of discrimination, harassment, exploitation or abuse.
4. KTS is against all forms of slavery including servitude, forced labour, human trafficking and child labour.

KTS Customers

1. KTS' customers can expect KTS employees to do all within their power to meet their needs and exceed their expectations.
2. KTS employees are committed to dealing honestly with all customers seeking to create a positive and thriving relationship.
3. It is KTS's responsibility to provide services which offer value in terms of quality, safety and environmental impact which are supported by the requisite technological and commercial expertise.

KTS Employees, Suppliers, Subcontractors and Consultants

1. KTS employees and any third party who undertakes work on behalf of KTS does so cooperatively, in a spirit of trust built on honest communication, professional conduct and to achieve common goals.
2. KTS employees ensure that workplace health and safety standards and practices are given priority and extend to all who undertake work for KTS.
3. Training and professional development is available to all employees ensuring that they are adequately equipped for their own specific role and any tasks that they might be required to undertake on behalf of customer.

Community and Environment

1. KTS is committed to creating a healthy and safe work environment for all who undertake work on KTS's behalf.
2. KTS is dedicated over long-term to creating a more sustainable environment through the development of effective recycling and waste management policies and practices. KTS believes that sustainability is both an environmental and business imperative.
3. KTS employees recognise the importance of contributing to the well-being and development of the communities in which they work, operating their facilities in a manner that promotes the health, safety and security of their employees, suppliers and the general public.

Anti-Trust and Competition

KTS support free enterprise and seek to compete fairly, ethically and within the framework of applicable competition laws. KTS does not engage in any conduct that would unfairly diminish competition within its business field or enter into any formal or informal agreements that may restrict competition.

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January 2025