



Langa Security Code of Ethics and Conduct

Identifier: Ethics and Conduct Policy

Effective Date: 16 June 2009

Last Revised: Replaces version 4 – 10 February 2024

1. Purpose

The Code of Ethics and Conduct for Langa Security is established to guide the professional behaviour and practices of our employees and directors. This Code ensures that all business activities are conducted in a manner that is ethical and consistent with the company's commitment to integrity and compliance with all applicable laws.

2. Scope

This Code applies to all employees, directors, and officers of Langa Security, across all levels and locations. Compliance with this Code is mandatory and forms the basis of ethical decision-making and professional behaviour throughout our operations.

3. Code Provisions

Integrity and Professionalism

- Conduct all business activities with honesty and integrity and demonstrate respect for all individuals.
- Avoid conflicts of interest and make decisions based solely on the best interests of Langa Security without personal gain.

Compliance with Laws

- Adhere strictly to all applicable local, national, and international laws and regulations.
- Report any illegal or unethical behaviour immediately to the appropriate line managers within the company.

Confidentiality and Information Security

- Protect confidential and sensitive information from unauthorized access or disclosure (see PoPIA policy).
- Ensure the security of personal data of employees, customers, partners, and others in accordance with relevant data protection laws.



Respect in the Workplace

- Foster an inclusive workplace that is free from discrimination, harassment, or any other form of abuse.
- Respect the rights and dignity of all colleagues, clients, and business partners.

Fair Dealing

- Deal fairly with clients, suppliers, competitors, and employees. Do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

Anti-Bribery and Corruption

- Prohibit bribery and corruption in all forms. No employee or director shall offer, give, solicit or accept any bribe or other improper payment, or participate in any corrupt activity (See anti-bribery, corruption and Fraud policy).

Conflict of Interest

- Avoid any personal, financial, or other interests that might hinder your ability or willingness to perform your job duties impartially.
- Disclose any potential conflicts of interest to management as per the company's policy (See code of conflict policy).

Protection of Company Assets

- Protect and ensure the efficient use of company assets. Use company resources for legitimate business purposes and safeguard them from loss, theft, and misuse.

Environmental Responsibility

- Conduct operations in an environmentally responsible manner and strive for improvements in environmental sustainability (See ESG policy).

Reporting Violations and Accountability

- Promptly report any suspected violations of this Code, company policies, or laws to the designated authority.
- Cooperate fully in any investigation of misconduct or unethical behaviour.

4. Implementation and Enforcement



- **Training and Communication:** Ensure that all employees and directors are aware of and understand this Code through regular training and communications.
- **Monitoring and Compliance:** Regularly monitor compliance with this Code and conduct audits to ensure adherence.
- **Disciplinary Actions:** Violate this Code may result in disciplinary action, up to and including termination of employment.

5. Amendments and Updates

- This Code will be reviewed annually and updated as necessary to respond to new issues, changes in our business environment, or legal requirements.

By signing below, I acknowledge that I have read, understood, and agree to comply with the Langa Security's ethics and conduct Policy.

Name:

Position:

Signature:

Date: