

Traffic Labour Supplies Ltd (TLS) Ethics Policy

1. Overview

TLS purpose for this ethics policy is to establish a culture of openness, trust and integrity in business practices. Effective ethics is a team effort involving the participation and support of every TLS employee and worker. All employees and workers should familiarise themselves with the ethics guidelines that follow this introduction.

TLS is committed to protecting employees, workers, partners, vendors and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. When TLS addresses issues proactively and uses correct judgment, it will help set us apart from competitors.

TLS will not tolerate any wrongdoing or impropriety at anytime. TLS will take the appropriate measures act quickly in correcting the issue if the ethical code is broken. Any infractions of this code of ethics will not be tolerated.

2. Purpose

Our purpose for authoring a publication on ethics is to emphasise the Company's employee's, worker's and consumer's expectation to be treated to fair business practices. This policy will serve to guide business behaviour to ensure ethical conduct.

3. Scope

This policy applies to employees, contractors, consultants, temporaries, and other workers at TLS, including all personnel affiliated with third parties and references throughout to the term 'employee' shall be taken to include all the people listed in this clause 3

4. Policy

4.1. Executive Commitment to Ethics

- 4.1.1. Management within TLS must set a prime example. In any business practice, honesty and integrity must be top priority for executives.
- 4.1.2. Executives must have an open door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert executives to concerns within the work force.
- 4.1.3. Executives must disclose any conflict of interests regard their position within TLS.

4.2. Employee Commitment to Ethics

- 4.2.1. TLS employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.
- 4.2.2. Every employee needs to apply effort and intelligence in maintaining ethics value.
- 4.2.3. Employees must disclose any conflict of interests regard their position within TLS.

4.2.4. Employees will help TLS to increase customer and vendor satisfaction by providing quality products and timely response to inquiries.

4.3. Company Awareness

4.3.1. Promotion of ethical conduct within interpersonal communications of employees will be rewarded.

4.3.2. TLS will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company.

4.4. Maintaining Ethical Practices

4.4.1. TLS will reinforce the importance of the integrity message and the tone will start at the top. Every employee, manager, director needs consistently maintain an ethical stance and support ethical behavior.

4.4.2. Employees at TLS should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty and objectivity.

4.4.3. TLS has established a best practice disclosure committee to make sure the ethical code is delivered to all employees and that concerns regarding the code can be addressed.

4.5. Unethical Behavior

4.5.1. TLS will avoid the intent and appearance of unethical or compromising practice in relationships, actions and communications.

4.5.2. TLS will not tolerate harassment or discrimination.

4.5.3. Unauthorised use of company trade secrets & marketing, operational, personnel, financial, source code, & technical information integral to the success of our company will not be tolerated.

4.5.4. TLS will not permit impropriety at any time and we will act ethically and responsibly in accordance with laws.

4.5.5. TLS employees will not use corporate assets or business relationships for personal use or gain.

5. Enforcement

5.1. Any infractions of this code of ethics will not be tolerated and TLS will act quickly in correcting the issue if the ethical code is broken.

5.2. Any employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment and any other party may have their engagements terminated.