



Ethics Policy

Keramos is committed to the highest levels of integrity and ethical standards in all business practises and relationships, ensuring that:

- We act honestly and fairly in all our business dealings.
- We do not offer or accept bribery in any form.
- We are open, forthcoming and accurate in all our communications.
- We respect the legal rights of our personnel and the general public.
- We ensure our employment practises are fair, equitable and founded on ethical principles.
- We respect the confidentiality of the technical and commercial information of our customers.
- We comply with laws and regulations and work to avoid conflicts of interest.
- We respect and support community values and expectations.

A handwritten signature in blue ink, appearing to read "Graeme Dean".

Graeme Dean
Managing Director
8 August 2021