

# CODE OF ETHICS STATEMENT

Gammatec NDT Supplies SOC Ltd is committed to the highest ethical standards. These standards are a reflection of Gammatec NDT Supplies' belief in the ethical fundamentals of integrity, respect, and accountability. The actions of individuals of the company will be guided by this Code of Ethics, ensuring continuous commitment to these standards.

It is the duty of each staff member to comply with all applicable rules, governing laws, and regulations in relation to our core business, namely the supply of NDT equipment and accessories. These ethical standards comprise:

## Foundation values

These values form the essence of Gammatec NDT Supplies' Code of Ethics and underpin the moral behaviour within the organisation:

- **Integrity** – This is the commitment to act honourably and honestly, following moral principles in business as well as in external and internal relationships including always delivering on promises. Each of us commits to being truthful, trustworthy, honest, and consistent in all our dealings with our stakeholders.
- **Respect** – Treating all people equally with dignity and respect while harnessing the diversity of all our employees and recognising personal differences. At all times, we will recognise the values, rights, and dignity of every individual, irrespective of gender incongruence/communities/diversity, colour, creed, or religion driving equality for all.
- **Accountability** – Commitment to world class security, safety, health, environmental sustainability, and quality (SHEQ) practices.

## Business values

- **Excellence** – Constantly assessing our performance in the pursuit of excellence.
- **Innovation** – Being open to new ideas and approaches that lead to practical solutions and products.
- **Stakeholder orientation** – Engaging all stakeholders with appropriate professionalism, integrity, openness, and respect.

## People Values

- **Trust** – Promoting trust and building relationships by being transparent and consistently fair to all; operating from a solid foundation of proven knowledge.
- **People Orientated** – Developing human capital keeping individual qualities in mind and giving due consideration to all employees by recognising achievements and value addition by applying appropriate incentives. Engaging in appropriate change initiatives that constructively build people engagement and commitment to organisational transformation



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**R M Davies**  
Managing Director