 <b>GACLAY ELECT SARL</b>	<b>GACLAY ELECTRIC SERVICES</b>  <i>Safety Management Plan</i>	Doc No: COC
		Initial Issue Date: 18/07/2018
		Revision Date: 13/04/2019
<b>CODE OF CONDUCT</b>		Revision No. 2
		Next Revision Date: 13/04/2020
Preparation: Safety Consulting	Authority: Clement Mpambu	Issuing Service: Safety
		Page: Page 1 of 3

## CODE OF CONDUCT

### *Introduction*

**Gaclay Electrical Services** is committed to implement and maintain high ethical standards in the way of conducting business. The board of **GACLAY** expects of all his managers, officers, employees, contractors or consultants to understand and adhere to the principles in this Code of Conduct in order to always uphold the reputation and image of the company. Our standards go beyond mere compliance with laws and regulations; they encourage a culture of compliance and embrace the values which are essential to the Company's continued success.




**GACLAY ELECTRIC SERVICES**

SOCIÉTÉ À RESPONSABILITÉ LIMITÉE

### **Our values**

**Integrity - “sincere honesty in speech, deeds and behavior”**

- Conflict of interest : **GACLAY** is committed to manage any business situation likely to create a conflict of interest of any kind
- Confidentiality of information : **GACLAY** is committed to the confidentiality of any information concerning his personal, his clients, suppliers , contractors or any other business and to avoidance of any

 <b>GACLAY ELECT SARL</b>	<b>GACLAY ELECTRIC SERVICES</b>  <i>Safety Management Plan</i>	Doc No: COC
		Initial Issue Date: 18/07/2018
<b>CODE OF CONDUCT</b>		Revision Date: 13/04/2019
		Revision No: 2
Preparation: Safety Consulting		Next Revision Date: 13/04/2020
		Authority: Clement Mpambu
Issuing Service: Safety		Page: Page 2 of 3

improper use or disclose of confidential information unless authorized or legally required to do so.

- **No corruption** : **GACLAY** is committed to banish payoffs, bribes, illegal contributions, in giving or receiving. **GACLAY** will not propose, solicitate, hand or accept any gift to or from a business partner beyond reasonable courtesy.
- **Ethically and fairly undertake business agreements** : **GACLAY** is committed to a fair competition and good faith agreements in any business opportunity and to meeting all of its contractual obligations. Any statement or communication from **GACLAY** will be accurate and truthful without being, or appearing to be misleading.


### Leadership - “Leading by example”



**GACLAY ELECTRIC SERVICES**

SOCIÉTÉ À RESPONSABILITÉ LIMITÉE

- **Reputation and values** : **GACLAY** will uphold the reputation and values of the Company and avoid any behavior that would bring discredit to the Company.
- **Good purpose driven** : **GACLAY’s** Board and employees are committed to use their position for a proper purpose and not for personal gain or to disadvantage of the Company or community. They are also committed to respectfully and fairly treat any human in the company, in the business community and in the general community at large.
- **Respect to Law and Relevant Regulations in good faith** : **GACLAY** will comply with the DRC laws and regulations and also to KCC’s Rules, Policies, Procedures and the Code of Conduct.

 <b>GACLAY ELECT SARL</b>	<b>GACLAY ELECTRIC SERVICES</b>  <i>Safety Management Plan</i>	Doc No: COC
		Initial Issue Date: 18/07/2018
		Revision Date: 13/04/2019
<b>CODE OF CONDUCT</b>		Revision No. 2
		Next Revision Date: 13/04/2020
Preparation: Safety Consulting	Authority: Clement Mpambu	Issuing Service: Safety
		Page: Page 3 of 3

### Professionalism - "Embracing high standards"

- High professional standards: **GACLAY** is committed to observe the highest standards of professional conduct and ethical behavior in the business.
- Competency, diligence and due care: **GACLAY** will demonstrate competency; diligence and due care in carrying out his contractual.

**IN GOD WE TRUST!**



**GACLAY ELECTRIC SERVICES**  
SOCIÉTÉ À RESPONSABILITÉ LIMITÉE