

SUPERIOR PRODUCTS AND LIGHTING

Statement of Ethics

Our structure, business and supply chains

This is a statement of ethics for the principles of professional conduct for SUPERIOR Group Limited, which sets out the standards expected of employees in relation to customers, suppliers, colleagues, shareholders and any other business party.

The Company will conduct its business with honesty and will pride itself on its reputation for acting fairly and ethically. Its reputation will be built on its values as a Company, the values of its employees and its collective commitment to acting with integrity throughout the organisation.

The Company is committed to complying with all applicable laws, rules and regulations in the countries in which it operates and will be respectful of related customs and values, aiming to develop strong relationships with customers, suppliers, stakeholders and any other business associate. Suppliers will be encouraged to adhere to business principles consistent with the Company.

The Company will have systems in place to try to ensure that no employee, individual or business working on its behalf will accept or give a bribe, make any facilitation payment or any other improper payment for any reason. Measures will be taken to develop and train the workforce to encourage mutual trust and respect, with bullying, discrimination, harassment or victimisation not being tolerated.

The Company recognises that the internet, via a wide variety of social media, provides employees with opportunities to participate in interactive discussions, share information and conduct corporate and business engagement. However, the Company advocates the responsible use of social media corresponding to internal policies and procedures.

The Company is committed to creating and maintaining a safe and healthy working environment for employees, customers and any other business party. All employees will be



required to take every reasonable precaution to avoid injury to themselves, colleagues and any other party they meet as part of their duties, including members of the public.

The Company will work to minimise any adverse impact organisational operations may have on the environment and will look to contribute to the social and economic wellbeing of those communities in which it operates.

The Company will conduct business in accordance with the principles of good corporate governance and will provide regular business information to shareholders.

Employees who become aware of any business malpractice are required to adhere to the Company's whistleblowing policy and procedure, without fear or recrimination. Further, employees need to avoid potential conflicts of interest and required to report all actual and potential conflicts (including those arising from activities or interests of close relatives or partners) to their line manager. Where non-compliance with ethical standards is identified, the Company will take great care to investigate issues, take immediate corrective action and learn from its experiences.

This statement is for the benefit of the whole of the organisation, as unprofessional conduct, including corruption and bribery, can result in a detriment to the Company and individuals and the potential harm may be long term and outweigh any potential short-term gain.