



# CODE OF CONDUCT

Our Commitment to Trust, Diversity, Inclusion, ESG, and Business Ethics



At GROWIO, we are dedicated to fostering a culture that embraces trust, diversity, inclusion, and upholds Environmental, Social, and Governance (ESG) principles. This Code of Conduct outlines our commitment to these values and serves as a guide for our team members, partners, and stakeholders.







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# TRUST, HONESTY, AND TRANSPARENCY TOWARDS BUSINESS PARTNERS

We value trust and open communication with our business partners, upholding principles of honesty, transparency, and confidentiality.

## **Trust and Integrity**

We approach our relationships with business partners in good faith, ensuring our commitments and agreements are honoured in a transparent and ethical manner.

## **Honesty in Communication**

We provide clear, accurate, and timely information to our partners, creating an environment of open dialogue and mutual respect.

## **Confidentiality and Non-Disclosure**

We are committed to safeguarding confidential information entrusted to us by our partners. Common practises of non-disclosure are integral to our operations, and we adhere strictly to confidentiality agreements to protect proprietary information and intellectual property.





# DIVERSITY AND INCLUSION

We believe that a diverse and inclusive environment enhances creativity, innovation, and overall organisational success.

## Equal Opportunity Employment

We provide equal employment opportunities to all individuals, regardless of race, colour, religion, gender, sexual orientation, age, disability, or any other characteristic protected by law.

## Inclusive Workplace Culture

We cultivate a workplace where all voices are heard, respected, and valued. Our management workshops are designed to enhance skills and knowledge in leadership, company culture, and strategic management, promoting a diverse and inclusive learning experience.

## Cross-Cultural Engagement

Our programmes are tailored to meet individual client needs by combining our expertise with proven coaching, mentoring, and training methodologies, ensuring that they receive the support they need to lead their teams and businesses to success in a fast-paced and competitive global workplace.





# ENVIRONMENTAL RESPONSIBILITY

We are committed to minimising our environmental impact and promoting sustainability in our operations.

## Sustainable Practises

We implement eco-friendly practises in our daily operations, including reducing waste, conserving energy, and utilising sustainable resources.

## Environmental Awareness

We educate our team and partners on environmental issues and encourage practices that contribute to environmental sustainability.





# SOCIAL RESPONSIBILITY

We recognise our role in contributing positively to society and the communities we serve.

## Community Engagement

We actively participate in community development initiatives and encourage our team members to volunteer and support local causes.

## Ethical Business Practises

We conduct our business with integrity, transparency, and accountability, ensuring that our actions positively impact society.





# GOVERNANCE

We adhere to the highest standards of corporate governance to ensure ethical conduct and accountability.

## Compliance

We comply with all applicable laws, regulations, and industry standards in our operations.

## Transparency

We maintain open and honest communication with our stakeholders, providing accurate and timely information about our activities and performance.

## Accountability

We hold ourselves accountable for our actions and decisions, ensuring they align with our commitment to diversity, inclusion, and ESG principles.





# CONTINUOUS IMPROVEMENT

We are committed to continuous improvement in our diversity, inclusion, ESG, and ethical business practises.

## Training and Development

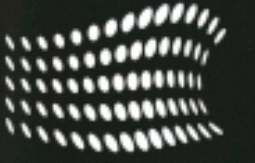
We provide ongoing training and development opportunities to our team members to enhance their understanding and implementation of diversity, inclusion, ESG, and ethical principles.

## Feedback Mechanisms

We establish channels for feedback from our team members, partners, and stakeholders to identify areas for improvement and implement necessary changes.







By adhering to this Code of Conduct, GROWIO strives to create a positive impact on our team, partners, society, and the environment, reflecting our unwavering commitment to trust, diversity, inclusion, ESG practises, and ethical standards in our business relationships.