

POLICY ON BUSINESS ETHICS & INTEGRITY

SHPL ensures Business Ethics & Integrity in all its operations in the following manner:

1. SHPLs' work shall be carried out in Ethical, professional, independent and impartial manner.
2. SHPLs' work shall be carried out honestly, with no influence tolerated in respect to any deviation from either approved methods and procedures or the reporting of accurate results.
3. Information shall be reported by SHPL in good faith and will not be improperly changed.
4. All contracts and agreements with any interested party shall correctly present the actual findings and professional opinions.
5. No misrepresentation of financial data shall be made. All financial reports shall reflect accurately the current position and performance of the company in accordance with Company policy and legal requirements.
6. All works shall be performed in compliance with applicable laws and Company policies. No employee is authorized, intentionally or by disregard of procedure, to violate any legal, environmental, health and/or safety, social responsibility requirements.
7. All employees are required to inform management of any condition that creates a danger to the environment, possess health and/or safety hazards or may be a violation of law or ethical conduct. The Company provides facilities to enable confidential reporting of such conditions.
8. All work is subject to periodic audit by trained personnel against applicable laws, regulatory requirements and Company policies and procedures. Corrective action will be taken in a timely and effective manner and will be monitored, tracked and reviewed by the Company Management.