



LIFECARE

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**CODE
OF
ETHICS**





1. Introduction

The purpose of this Code of Ethics (the "Code") is to promote ethical behavior and to provide guidance to all employees, officers, and directors of the company (collectively, "Personnel") on how to conduct themselves in an ethical and responsible manner. The Code applies to all Personnel, regardless of their position or location.

2. Core Values

- a. Integrity: Personnel must act with integrity and maintain the highest ethical standards in all their dealings, both within and outside the company.
- b. Respect: Personnel must respect the rights and dignity of others, and treat all people fairly and with dignity.
- c. Responsibility: Personnel must take responsibility for their actions and decisions, and ensure that their work meets the company's standards for quality and performance.

3. Conflicts of Interest

- a. Definition: A conflict of interest occurs when an individual's personal interests or obligations interfere with or appear to interfere with their ability to perform their job responsibilities objectively and in the best interests of the company.
- b. Disclosure: Personnel must disclose any actual or potential conflicts of interest to a member of the management team.
- c. Avoidance: Personnel must avoid engaging in activities that present a conflict of interest, unless they have received prior approval from a line manager or the CEO.

4. Compliance with Laws and Regulations

- a. Laws: Personnel must comply with all applicable laws, regulations, and industry standards, and must not engage in any illegal or unethical conduct.
- b. Reporting: Personnel must report any suspected violations of the law or this Code to the company's management.

5. Protecting Company Assets

- a. Use of Assets: Personnel must use company assets only for legitimate business purposes, and must not use company assets for personal gain.
- b. Confidentiality: Personnel must maintain the confidentiality of the company's proprietary information and trade secrets, and must not disclose such information to unauthorized parties.



6. Ethical Conduct

- a. Fair Competition: Personnel must compete fairly and avoid any practices that are unethical or illegal.
- b. Discrimination: Personnel must not discriminate against others on the basis of race, color, religion, sex, age, national origin, disability, sexual orientation, or any other characteristic protected by law.
- c. Harassment: Personnel must not engage in any form of harassment, including sexual harassment.

7. Conclusion

This Code is not exhaustive and does not cover every situation that may arise. Personnel are expected to use their best judgment and to seek guidance from their supervisor or the company's management when necessary. The company will enforce this Code and may take disciplinary action against any Personnel who violate its provisions.

