

## **Our statement on business practice & code of ethics**

Trinity's statement on business practice defines our business principles that are applicable irrespective of subsidiary/location worldwide, to all directors, employees, business partners, consultants, suppliers, agents, contractors and others when representing Trinity.

Trinity's Chief Executive Officer, all directors and top management hold important roles in corporate governance.

Trinity's code of ethics, *The way we do business*, provides principles to which these officers are expected to comply and which they are expected to drive throughout Trinity. This code of ethics complements our statement on business practice. It is Trinity's policy to conduct business operations in accordance with the highest ethical considerations, to comply with the laws of the countries in which it operates and to conform to locally accepted standards of good corporate citizenship. This policy applies to all employees regardless of function, grade or standing.

The Chief Executive Officer, Directors and Senior Management will ensure that:

- Unethical payments, business dealings or participation in illegal or improper acts, such as bribery, money laundering, participation in terrorism and anti-competitive behaviour are not tolerated
- The company's activities and operations are carried out in strict compliance with all applicable laws and with the highest ethical standards
- Employees deal in all fairness with the company's customers, suppliers, business partners, consultants, representatives and competitors
- Trinity will not discriminate against any employees for any reason such as age, race, ethnic origin, gender, marital status, disability and national extraction. The company will treat everyone with dignity and with full respect
- In its relationship with any government agencies, customers, business partners, suppliers and representatives, the Company will not, directly or indirectly, engage in bribery, kick-backs, grease payments, payoffs, or other activities which may be construed as corrupt business practices. The use, directly or indirectly, of company funds for political contributions to any organisation or to any candidate for public office is strictly prohibited
- Employees may not take advantage of, commercialise or exploit any of the company's information or property, or their position in the company, for the purpose of inappropriate gain or opportunities.
- No employee may receive cash or gifts from any customer, supplier, business partner or associate of Trinity, with the exception of branded corporate gifts worth \$20 equivalent or less
- Employees would maintain the confidentiality of the company and its customers' confidentiality information which is disclosed to them
- All officers, executives and managers of Trinity are responsible for the continuing enforcement of and compliance with this policy, including necessary distribution to ensure employee knowledge and compliance. Non-compliance with this policy will result in disciplinary measures up to and including dismissal.