



## CODE OF CONDUCT POLICY

### **Purpose:**

The Code of Conduct outlines the expected standards of behaviour for all employees, contractors and stakeholders of Cognisco Limited. It serves as a guide to promote a positive and respectful work environment, uphold ethical principles, and maintain the organisation's reputation and integrity.

### **Compliance with Laws and Regulations:**

All individuals associated with Cognisco Limited including but not limited to employees, and contractors are expected to comply with applicable local, national, and international laws, regulations, and organisational policies in all aspects of their work, ensuring adherence to legal and ethical standards and fostering a culture of integrity and accountability throughout the organisation.

### **Professionalism and Respect:**

It is imperative that all individuals associated with Cognisco treat all colleagues, clients, stakeholders, and members of the community with unwavering respect, dignity, and professionalism, regardless of differences in background, status, or perspective, fostering an environment of inclusivity, trust, and mutual understanding where everyone feels valued and supported.

### **Integrity and Ethics:**

Every individual affiliated with Cognisco must conduct all activities with honesty, integrity, and transparency, consistently upholding the highest ethical standards and principles in their actions and decisions. It is imperative to avoid conflicts of interest and promptly disclose any potential conflicts, ensuring transparency and trustworthiness in all organisational endeavours.

### **Confidentiality:**

Every individual affiliated with Cognisco must maintain strict confidentiality regarding sensitive information pertaining to the organisation, its employees, clients, and stakeholders, refraining from any unauthorised disclosure of confidential information under any circumstances. Upholding confidentiality safeguards trust and integrity within the organisation, ensuring the protection of sensitive data and fostering a culture of accountability and professionalism.

### **Workplace Environment:**

All employees are expected to actively contribute to maintaining a safe, inclusive, and harassment-free workplace environment, where every individual feels respected, valued, and able to thrive. It is crucial to refrain from engaging in any behaviour that

could be perceived as discriminatory, intimidating, or offensive, fostering a culture of mutual respect, acceptance, and collaboration among all members of the organisation.

### **Use of Resources:**

All individuals will use organisational resources, including time, funds, equipment, and information systems, responsibly and efficiently. They will not use resources for personal gain or unauthorised purposes.

### **Professional Development:**

Continuous learning and professional development are integral to our success at Cognisco. We are committed to providing opportunities for employees to enhance their skills, expand their knowledge, and grow in their roles. Through ongoing training, mentorship, and access to resources, we empower our workforce to continually adapt and excel in their careers.

### **Reporting Violations:**

All employees are to report any violations of this Code of Conduct or concerns about unethical behaviour to their appropriate manager. Reports will be treated confidentially and investigated promptly.

### **Consequences of Violations:**

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment, contract termination, or legal action, depending on the severity and nature of the violation.

### **Review and Revision:**

This Code of Conduct will be periodically reviewed and updated as needed to ensure relevance and effectiveness. Any revisions will be communicated to all stakeholders.

Comprehensive details of Cognisco's core values, ethical principles and expected behaviours for employees, contractors and stakeholders can be found in the organisation's policies and in the **Cognisco Employee Handbook**.

Authorised by:

*A Knight* ..... Date: 06.01.2026.....  
On behalf of Cognisco Limited