

# Governance & Ethics Policy

## Document Control

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|            | APPROVED BY                                                                         |
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| Print Name | C Albertelli                                                                        |
| Date       | Mar 31 2025                                                                         |
| Signature  |  |

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# Governance & Ethics Policy

At Co-Lab Engineering, we are fully committed to excellence in governance and ethical business practices aligned with ISO 37000:2021 (Governance of Organisations) standards. Our policy ensures transparency, accountability, integrity, fairness, and sustainable value creation.

## Commitment to Governance & Ethics

### 1. Integrity & Ethical Conduct:

- **Ethical Standards:** We commit to high ethical principles, systematically managing conflicts of interest, maintaining impartiality, and promoting fairness in all business dealings.
- **Anti-Corruption:** We uphold a zero-tolerance stance on bribery, corruption, fraud, and unethical behaviours, complying strictly with relevant anti-corruption legislation.

### 2. Compliance & Sustainability

- **Regulatory Compliance:** We rigorously adhere to all relevant local and international laws, regulations, and ISO governance standards, ensuring thorough compliance assessments and audits.
- **Sustainable Practices:** We consider the social, environmental, and economic impacts of our decisions, ensuring they contribute positively to long-term sustainability.

## Implementation & Accountability

Our leadership team ensures the active embedding and continuous improvement of governance and ethical standards across the organisation. All employees and stakeholders share the responsibility to uphold these standards and are encouraged to report any breaches or ethical concerns promptly.

For and on behalf of Co-Lab Engineering,



**Clyne Albertelli**  
**Managing Director**

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