

AGS aims to form part of the social fabric and to set standards for Social Responsibility in the areas and countries in which we operate. AGS embraces diversity and strives to have the following values and beliefs entrenched into our corporate culture and day-to-day business activities. AGS shall conduct its operations in accordance with the following principles:

- Maintain the highest standards of business and personal integrity mandated by the AGS Code of Business Conduct and Ethics.
- Respect and protect fundamental human and workers' rights in a manner consistent with the United Nations Universal Declaration of Human Rights.
- Follow the laws, regulations, world conventions and best practices that demonstrate AGS' respect for regulatory bodies within the countries and communities of our operations.
- Promote a healthy workplace by enforcing equal opportunity and employment among all employees by prohibiting unlawful discrimination due to gender, race, age, ethnicity, disability, sexual orientation or religion.
- Not tolerate any harassment of employees.
- Provide fair compensation for employees' work and fair rest time in accordance with an individual's job function.
- Encourage and support employees' endeavours for personal improvement, so that they have the opportunity to maximize their potential.
- Inform employees adequately of the company policies and characteristics of each job, including any hazards associated with the performance of the job.
- Afford fair access to all employees, local inhabitants and other stakeholders to voice concerns or grievances, which shall be reviewed with all due process.
- Favour recruitment of labour and suppliers from local communities in the provisions of goods and services for the company's projects when possible, commercially reasonable, and without compromise to the standards of quality, health and safety maintained by AGS.
- Establish business relationships with companies that adhere to anti-corruption laws and promote fair business practices and are of similar fabric to AGS.

Approved by:



AGS Chief Executive Officer
January 1st, 2021