



CODE OF CONDUCT

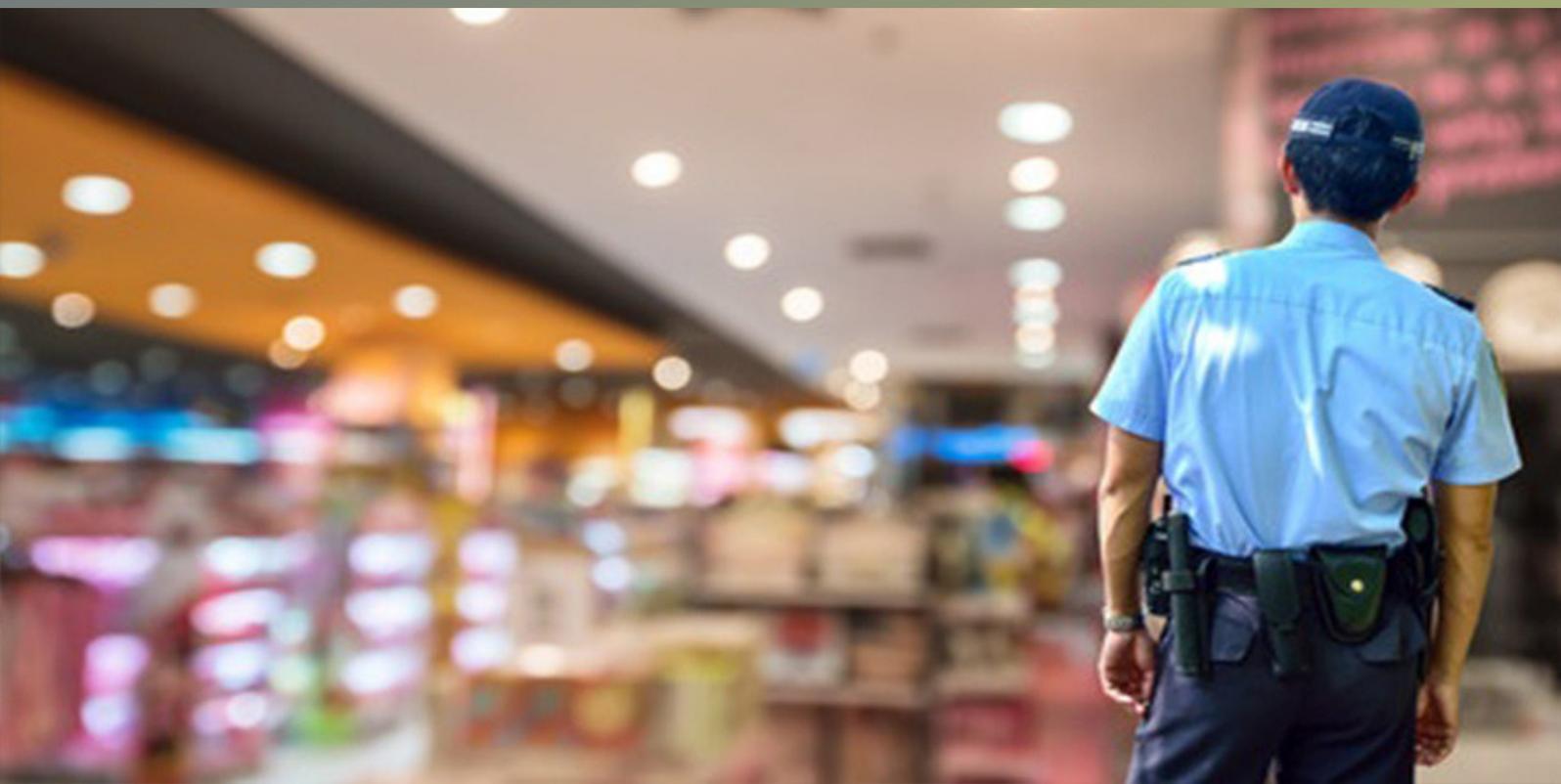
**MAGNUM ETHICS
AND VALUES**

MAY 2019

We recognize that in the industry in which we operate, reputation and trust are of utmost importance. Since our inception, we have strived to cultivate a strong culture of ethics throughout the firm to ensure our clients' interests are always at the forefront of our activities. In our Code of Conduct, we summarize the key directives, policies, practices and values which enable us to maintain the high standards of business conduct which have always been at the heart of our success.



All employees and sub-contractors are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own works, so far as is reasonably practicable, are carried out without risk to themselves, others or the environment. This includes co-operating with management on any environment related matter.



Conflicts of interest

Business decisions must be based on objective reasons and criteria, and employees and business partners must avoid all conflicts of interest or perceived conflicts of interest between their personal activities and their part in the conduct of Magnum Security Services business.

Professional conduct

We conduct all of our activities professionally and in line with internal and external rules and procedures. We take great care to be completely objective in our judgment and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our clients.

Confidentiality

Magnum Security Services is committed to protecting the privacy and confidentiality of the personal and business partners.

Ethics

We always conduct our services honestly and honorably, and expect our clients and suppliers to do the same.

Magnum Security Services prohibits offering or receiving bribery in any form, whether direct or indirect.

Human Rights

The company recognizes that governments have the primary responsibility to promote and protect human rights. The company will work with governments to support and respect human rights within our sphere of influence. The company will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse. The company will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

Compliance with local laws and regulations

All employees and business partners are expected to comply with the laws and regulations of Egypt. Magnum Security Services will comply with economic and trade sanctions issued by the United Nations, the European Union and the United States of America, where applicable.

Employee Relations

Magnum Security Services will ensure employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. The company will apply fair labor practices, while respecting the national and local laws of the Egypt. The company is committed to providing Equal Opportunities (as per policy) in all aspects of employment and will not engage in or tolerate workplace conduct, including discrimination, intimidation or harassment.

Corporate Responsibility

We have a firm commitment to support the communities in which we live and work and we see this as critical to our long-term success. We recognize that sustainable growth comes from operating with absolute integrity and in a way that respects our shareholders, clients, employees, communities and the environment.

Health and safety

Our employees are our most valuable assets and their health and safety is our top priority.

Magnum Security Services believes that safety underpins all our operations.

We will continually monitor the health and safety performance of these operations which will be subjected to periodic safety audits to assess performance and the overall strength of our policies.

- All our guards are covered with life insurance
- All employees are encouraged to take a keen interest in fitness as part of their ability to fulfill their roles and company provides challenges and competitions as part of this drive for physical health and wellbeing.

Child labor or forced labor

Magnum Security Services does not employ or accept any form of child labor or forced or bonded labor.

Alcohol and/or drug abuse

Magnum Security Services is committed to providing a drug-free workplace and expects all employees to refrain from any alcohol and/or drug abuse that may affect their work.

Sustainability

For Magnum Security Services, sustainability means managing the company responsibly, promoting innovations, assuming responsibility for employees and the environment and, above all, making a contribution to greater safety.

The goal is to secure long-term corporate success while taking into account our social and environmental responsibility.

We are committed to:

- Preventing pollution, reducing waste.
- Considering the effects that our operations may have on the local community.
- Acting to eliminate or reduce, as far as practicable, any potentially adverse environmental impacts.
- Promoting environmental awareness among our suppliers, contractors and partners.





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