



ACUMEN DISTRIBUTION LIMITED - COMMITMENT TO ETHICAL CONDUCT

We will pursue our business with integrity, respecting the different cultures and the dignity and rights of individuals.

Acumen Distribution Limited supports the belief that human rights are universal. They are enshrined in the UN Universal Declaration of Human Rights, (UDHR), which we support. The UDHR sets out the obligations to promote universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, gender, language, religion, disability, age, sexual orientation or religion or belief.

In our actions and our dealings with others we will:

- Respect the rule of law
- Promise only what we expect to deliver
- Make only commitments we intend to keep
- Not knowingly mislead others
- Not participate in or condone corrupt or unacceptable business practices
- Fulfil our obligations and commitments
- Treat people according to merit and contribution
- Refrain from coercion and never deliberately do harm to anyone
- Act in good faith
- Use company assets only for furthering company business
- Not seek personal gain through abuse of position in the company

Each employee, manager and director of Acumen Distribution Limited is expected to carry out his or her work in accordance with the principles above and the Acumen code of conduct.

We will expect the same commitments from any third parties directly acting on behalf of Acumen Distribution Limited.