



Introduction

Golden Hiro Services Co., Ltd. is fully committed to keeping ethical standards in providing services to its clients. These ethical standards go beyond the rules and regulations set by the government authorities. The code of conduct includes taking full responsibility for the clients, users, business partners and the general public in the conduct of our business activities.

Our Code of Conduct

- ✓ We are committed to promoting a safe working environment for all stakeholders involved.
- ✓ We keep the ethical standards at all times.
- ✓ We seriously take action for any matters related to bribery and corruption.
- ✓ We respect and maintain the confidentiality and privacy of our clients.
- ✓ Compliance with government laws and this conduct is our first priority.

We are committed to promoting a safe working environment for all stakeholders involved.

Golden Hiro promotes a safe working place for everyone within the workplace. This includes our service team members, clients, our business partners, and the general public.

We are responsible for:

- Caring our own safety and the safety of our stakeholders.
- Following the safety policy and procedures set by our company and compliance with the safety rules set by the government and our clients.
- Reporting any accidents and potential ones.



We keep the ethical standards at all times.

Golden Hiro ensures maintaining the ethical standards at all times. This means that any breaches of the code of conduct will not be tolerated.

- Do not engage in unacceptable tendering practices, withholding information and other deceptive conduct.
- Immediately report to the senior management for any misconducts and violation of the ethical standards.
- Take action seriously towards such wrong practices.

We seriously take action for any matters related to bribery and corruption.

All employees of Golden Hiro are responsible to protect the reputation of the company by demonstrating honesty and integrity while dealing with the clients, business partners and the general public.

Employees are not allowed to:

- Receive anything of value from customers or others.
- Involve in any kinds of corruption for their personal gains.

We respect and maintain the confidentiality and privacy of our clients.

Golden Hiro ensures maintaining the privacy and confidentiality of our clients.

We must never:

- Disclose the confidential information of our clients and business partners to anyone for our private gains or others'.
- Exchange confidential information of others to take advantage of them.



Compliance with government laws and this conduct is our first priority.

Our employees are required to comply with this code of conduct and laws set by government.

Our employees must:

- Act in accordance with the code of conduct at all times.
- Respect the government laws.

We immediately report any breaches of this Code, the law and Golden Hiro's policies and procedures

If Golden Hiro found any breaches of this conduct and government laws, the company will investigate the violation and take action seriously. This is to ensure that employees maintain the code and laws in the conduct of our business activities.

Our employees must:

- Report any breaches of the code and laws to the senior management.
- Inform any potential or actual break of this code and the laws.

For the purpose of reporting such issues, Kindly contact via the methods below:

Phone: 09 765 418190

Email: ghppcs@gmail.com