

# Vistrol Code of Conduct Policy Declaration

## Introduction

At Vistrol, we are committed to maintaining a workplace culture built on trust, integrity, and respect. This Code of Conduct sets forth the principles and standards that guide our behaviour and actions. All employees, contractors, and representatives of Vistrol are expected to adhere to this Code of Conduct

## Our Company

Vistrol is a Brand and Manufacturer for Specialist Visual and Technology Solutions. Founded in 2008, Vistrol has a proven track record of providing reliable and high-quality products and solutions for a variety of industries worldwide. From mission critical applications to large scale deployment of industrial visual systems, we have provided technologies that help our customers create world-class solutions.

## 1. Ethical Behaviour

### 1.1 Honesty and Integrity

- We are committed to honesty, transparency, and ethical behaviour in all our business interactions.
- We do not engage in deception, fraud, or misrepresentation.
- We maintain the confidentiality of sensitive information.
- Staff will be expected to recognise any possible conflicts of interest and report these to a Company Officer.

### 1.2 Conflicts of Interest

- We avoid situations where personal interests may conflict with the best interests of Vistrol.
- Staff will be expected to recognise any potential conflicts must be disclosed promptly to the relevant parties or a Company Officer.

## 2. Respect

### 2.1 Diversity and Inclusion

- We respect and value the diversity of our workforce.
- Discrimination, harassment, or any form of prejudice is strictly prohibited.

### 2.2 Workplace Safety

- We are responsible for maintaining a safe and healthy work environment.
- We report safety concerns and follow safety protocols.
- Vistrol will exercise its duty of care under health and safety legislation to ensure a safe environment for staff, contractor, and visitors to the Company's premises.

## 3. Professionalism

### 3.1 Communication

- We communicate professionally and respectfully with colleagues, clients, and partners.
- Offensive or disrespectful language or behaviour is not tolerated.



### 3.2 Dress Code

- We adhere to the dress code and appearance standards set by Vistrol.

### 3.3 Professional Conduct

- We operate a Disciplinary procedure to address breaches in the standards of conduct of our employees and seek to maintain the highest levels of integrity through our employment contract policies.

## 4. Compliance

### 4.1 Legal and Regulatory Compliance

- We comply with all applicable laws and regulations in our business operations.
- Non-compliance can result in legal and disciplinary actions.

### 4.2 Reporting Violations

- A whistle-blowing procedure exists for any staff members who wish to disclose concerns about any violations of this Code of Conduct.
- Employees must report any violations of this Code of Conduct or unethical behaviour.
- Vistrol will investigate reports confidentially and take appropriate action.

## 5. Company Assets

- We protect and responsibly use company assets, including physical property, intellectual property, and information.

## 6. Social and Environmental Responsibility

- Vistrol is committed to corporate social responsibility and environmental sustainability. We are responsible for contributing positively to the community and minimizing our environmental impact.

## 7. Disciplinary Actions

- Violations of this Code of Conduct will result in disciplinary action, which may include warnings, reprimands, suspension, termination, or legal actions, depending on the severity of the breach.

## 8. Amendment and Review

- This Code of Conduct may be amended or updated as necessary. Vistrol will periodically review the Code and communicate changes to all employees and relevant parties.



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