Cylinder Works Limited is committed to conducting its business responsibly, lawfully and ethically. The Company recognizes its responsibilities to the communities in which it operates and to employees, customers, suppliers, regulators and other stakeholders.

In carrying out its business, CWL shall:

- Comply with applicable laws, regulations and decisions of the Republic of Kenya, particularly those relating to the environment, competition and employment.
- Remain sensitive to concerns raised by local and international governmental and non-governmental organizations in matters relating to the Company's operations.
- Observe the principles of free and fair competition.
- Reject bribery and corruption in all forms, whether involving public or private parties, and whether active or passive.

CWL also strives to uphold the principles of the Universal Declaration of Human Rights, the key conventions of the International Labour Organization and the principles of the United Nations Global Compact.

Employees and representatives shall support these principles in their dealings on behalf of the Company. Suspected breaches shall be raised through the appropriate management channels.

This policy shall be reviewed on an annual basis.

Approved By:

Michael Njoroge,

MD, Cylinder Works Limited.

CYLINDER WORKS LTD.
P. O. Box 591 - 00232
RUIRU

Document No:	Revision	Last Revision Date	Next Revision Date
CWL/HSE/HR/GP/026	005	11th February 2026	11th February 2027