Cylinder Works Limited is committed to maintaining the highest standards of legal and regulatory compliance in all aspects of its operations in Kenya. Our policy ensures that all business activities are conducted in full compliance with the relevant laws, regulations, and industry standards. Cylinder Works Limited recognizes the importance of ethical conduct and is dedicated to fostering a culture of integrity and accountability.

We commit to:

- Adhering to all applicable laws and regulations in Kenya, including but not limited to labor laws, environmental regulations, health and safety standards, and industry-specific legislation.
- Ensuring that all employees, contractors, and stakeholders are aware of and comply with our legal and regulatory obligations.
- Conducting regular training and awareness programs to keep our team informed about changes in laws and regulations relevant to our operations.
- Implementing robust internal controls and monitoring systems to ensure compliance with legal and regulatory requirements.
- Maintaining accurate and complete records of all transactions and activities in accordance with legal and regulatory requirements.
- Promptly reporting any non-compliance issues to the relevant authorities and taking corrective actions to address them.
- Protecting the privacy and confidentiality of personal and business information in accordance with data protection laws and regulations.
- Engaging in fair and ethical business practices, avoiding any forms of corruption, bribery, or unethical behavior.
- Ensuring that all contracts and agreements entered into by Cylinder Works Limited are compliant with applicable laws and regulations.
- Regularly reviewing and updating our compliance policies and procedures to reflect changes in the legal and regulatory landscape.
- Promoting a culture of compliance within the organization, encouraging employees to report any concerns or violations without fear of retaliation.
- Cooperating fully with regulatory authorities and external auditors in their inspections and audits.

This policy shall be reviewed on an annual basis.

Approved By:

Michael Njoroge,
MD, Cylinder Works Limited.

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RUIRU

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