



Code of Conduct

At PB Group, we strive to maintain the highest level of ethical and professional behaviour in all of our operations. As a company, we hold ourselves to the highest standards of integrity, honesty, and accountability. This code of conduct outlines our expectations for all employees and company representatives, including our ethical standards and responsibilities.

Ethical Standards

PB Group is committed to conducting all business with honesty, integrity, and respect for others. We expect all employees and company representatives to behave in a professional manner at all times and to uphold our ethical standards. This includes, but is not limited to:

- Complying with all applicable laws and regulations.
- Conducting all business in an ethical and responsible manner.
- Respecting the rights, privacy, and dignity of all individuals.
- Refraining from engaging in any form of discrimination, harassment, or bullying.
- Avoiding conflicts of interest and ensuring that personal interests do not interfere with professional duties.
- Maintaining the confidentiality of sensitive and proprietary information.
- Avoiding any conduct that could be perceived as dishonest, unethical, or unprofessional.

Responsibilities

All employees and company representatives have a responsibility to ensure that PB Group is operated in a manner that is consistent with our values, mission, and strategic objectives. This includes:

- Reporting any violations of this code of conduct, as well as any illegal or unethical behaviour.
- Cooperating with investigations into alleged violations of this code of conduct.
- Protecting and preserving company assets, including intellectual property, equipment, and facilities.
- Respecting the privacy and confidentiality of all company and customer information.
- Maintaining accurate and complete records of all business transactions.

PB Group is committed to maintaining the highest standards of ethical behaviour and responsible business practices. All employees and company representatives are expected to comply with this code of conduct and uphold our values, mission, and strategic objectives. Failure to comply with this code of conduct may result in disciplinary action, up to and including termination of employment or business relationship.