

Social Responsibility and Code of Conduct Policy

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility towards company environment. Our activities involve and impact on our local communities and at a national level as well as internationally through our global agent network. Our services involve our overseas agents who are members of industry associations who will be compliant with our policy beliefs, we also engage with a wider group of vendors which range from large corporate identities such as airline/shipping lines, through to small owner operators such as a handyman.

Scope

This policy applies to the company and its subsidiaries regardless of location. It may also refer to suppliers and partners.

Policy elements

Our company aims to be a responsible business that meets the highest standards of ethics and professionalism. It will consider all aspects and interested parties before acting and observe all in country laws. We provide a safe working environment that in addition to legal compliance with physical health and safety issues also provides protection against harassment. Brytor has a separate "Work Place Harassment policy" which should be referred to.

Legality

We will adhere to legal guidelines for safety and fair dealing. Every partnership and collaboration will be open and transparent. Business value and financial benefits will result only from legitimate business operations. We'll always respect the Law including anti-bribery and anti-corruption practices. Our company is also committed to always honor its internal policies. The company does not discriminate based on race, religion, disability or sexual orientation. We also comply with all laws and best practice with regards to anti-competitive activities in our vendors. Brytor has detailed policies for Anti-Bribery and Anti-Corruption which should be referred to.

Business Ethics

We will always conduct business with integrity and respect to human rights and establish appropriate policies and procedures to promote good business ethics. Examples are respect towards the consumer, ethical corporate governance and anti-corruption practices. Our company will follow society's ethical expectations.

Protecting and Preserving the Environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Apart from legal obligations, our company may be proactive in protecting the environment. There are activities that we'll pay attention to. Examples of corporate social responsibility activities include conserving energy and recycling. We always follow best practices when disposing of garbage and office equipment, as well as our recycling of packaging materials and ink printer cartridges.

Protecting People

We ensure that we don't risk the health and safety of our employees and community and also avoid harming the lives of local and indigenous people.

Human Rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will incorporate all fair labor practices to ensure that our activities do not directly or indirectly violate human rights in any country for example child labor/forced labor.

Supporting the community

Our company may initiate and support community and charity programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We support training through in company training, formal Industry Association training programs and certification as well as recognized external training bodies and associations such as the Canadian Employee Relocation Council. Our company will try to continuously improve the way it operates.

The management of the company are responsible for our CSR responsibility and suggestions or issues should be brought to their attention either through your supervisor or directly.