

ETHICS AND TAX EVASION POLICY

It is the policy of EFT Group Ltd, that its employees uphold the highest standards of ethical, professional behaviour. To that end, employees shall dedicate themselves to carrying out the mission of this organisation and shall:

- Hold paramount the safety, health and welfare of the public in the performance of professional duties.
- Act in such a manner as to uphold and enhance personal and professional honour, integrity and the dignity of the profession.
- Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin.
- Engage in carrying out EFT's mission in a professional manner.
- Collaborate with and support other professionals in carrying out EFT's mission.
- Build professional reputations on the merit of services and refrain from competing unfairly with others.
- Recognize that the chief function of EFT at all times is to serve the best interests of its constituency.
- Accept as a personal duty, the responsibility to keep up to date on emerging issues and to conduct themselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
- Respect the structure and responsibilities of the Board of Directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the Board of Directors.
- Keep the community informed about issues affecting it.
- Conduct organisational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
- Exercise whatever discretionary authority they have under the law to carry out the mission of the organisation.
- Serve with respect, concern, courtesy, and responsiveness in carrying out the organisation's mission.
- Compliance with financial, taxation and legal requirements under the criminal finances act 2017.

Signed on behalf of the Board of Directors:

A handwritten signature in blue ink, appearing to read 'Adam Watts', is written over a light blue circular stamp.

Adam Watts

Position: **CEO**

Date: **01/01/2020**