



Code of Conduct

FOR PEJ EMPLOYEES AND BUSINESS PARTNERS

Introduction

At Pej, we are committed to operating with the highest ethical standards, ensuring that our business practices reflect our core values and are in accordance with the regulations brought up in this document. This Code of Conduct outlines our ethical guidelines and applies to all employees, partners, and stakeholders with whom we conduct business. It serves as a framework for ethical decision-making and behaviour in all business activities.

Our principles

- Transparency
- Innovation
- Scalability
- Passion and pride
- The team is the company

Ethical obligations

Pej expects full adherence to all applicable laws and regulations in all jurisdictions where we operate. Compliance with these laws is a fundamental responsibility for all employees and partners. This includes, but is not limited to, the following:

ANTI-BRIBERY AND CORRUPTION

We maintain a zero-tolerance policy towards bribery and corruption. This includes the prohibition of offering, requesting, giving, or receiving any form of bribe or illicit payment, whether directly or indirectly.

ANTI-MONEY LAUNDERING

Any and all forms of money laundering is strictly prohibited. Pej actively takes steps to prevent transactions from being used for this purpose. Any concealment of illegally contained money will be reported to the proper authorities.

FAIR COMPETITION

We compete fairly and ethically in the marketplace. Employees and partners are prohibited from engaging in anti-competitive practices or unfair trade behaviours that could harm our reputation or legal standing. This includes improper advantages through personal relationships or unethical means.

CONFLICT OF INTEREST

Employees and partners must avoid situations where personal interests conflict with the interests of Pej. Any potential conflicts of interest, including financial, relational, informational, or business-related conflicts, must be disclosed to management promptly for appropriate resolution. Maintaining transparency in all dealings helps to avoid conflicts of interest and ensures trust within the organisation and with our partners.

HUMAN RIGHTS AND LABOUR PRACTICES

We respect and uphold human rights in all our business operations, complying with social safeguards and international conventions on human rights and working conditions. This includes a strict prohibition on forced labour and child labour.

Discrimination or harassment of any kind is prohibited by any business partner, providing equal opportunities for all employees regardless of race, gender, sexual orientation, disability, ethnicity, nationality, political opinion, age, religion, union affiliation or any other characteristic. Everyone is expected to treat colleagues with dignity and professionalism. Any form of intimidation as well as acts or threats of violence will not be tolerated at Pej or in any partnerships.

Whistleblowing and reporting

We encourage employees and partners to report any unethical behaviour or violations of this Code. Whistleblowers are protected from retaliation. All reports and discussions are handled confidentially and investigated thoroughly.

Conclusion

The Code of Conduct is integral to our commitment to ethical business practices at Pej. By adhering to these guidelines, we can maintain the trust of our customers, partners, and the communities we serve. Let us work together to uphold these principles and foster a culture of integrity and respect!

For additional details on Pej's services and operations, please refer to our company website at [Pej.io](<https://www.pej.io>).