

Lincet Partners Code of Ethics

At **Lincet Partners**, we are committed to upholding the highest ethical standards in every aspect of our business. Our Code of Ethics reflects our core values of integrity, transparency, and respect, guiding our interactions with clients, partners, employees, and the wider community.

1. Integrity

- We act with honesty and fairness in all our business dealings.
- We honor our commitments and ensure that our actions align with our words.
- We communicate transparently, providing accurate and reliable information to stakeholders.

2. Confidentiality

- We respect the privacy of our clients, partners, and employees, ensuring that all sensitive information is protected.
- We will not disclose confidential information unless required by law or agreed upon by all parties involved.

3. Compliance with Laws and Regulations

- We adhere to all applicable laws, regulations, and industry standards in every market we operate.
- We ensure that our business practices comply with local and international legal frameworks, including anti-corruption, data protection, and financial regulations.

4. Conflict of Interest

- We avoid situations where personal or financial interests could conflict with the interests of Lincet Partners or our clients.
- Any potential conflicts of interest are disclosed promptly, and appropriate actions are taken to address them.

5. Respect and Fair Treatment

- We treat all individuals; clients, employees, and partners - with respect and dignity.
- We promote an inclusive and diverse work environment, free from discrimination or harassment of any kind.
- We support equal opportunities for all, regardless of race, gender, age, religion, or background.

6. Responsibility to Clients and Partners

- We prioritize our clients' needs, delivering high-quality services and maintaining long-term relationships based on trust and mutual respect.
- We uphold our fiduciary duty to act in the best interest of our clients, offering objective advice and solutions.
- We strive for excellence in every project, ensuring that we exceed client expectations.

7. Sustainability and Social Responsibility

- We are committed to environmentally sustainable practices, reducing our carbon footprint, and contributing to the communities where we operate.
- We actively support initiatives that promote economic development, education, and environmental protection.

8. Accountability

- We take full responsibility for our actions and decisions.
- We encourage feedback and continuous improvement, fostering a culture of open communication within our organization.

9. Whistleblowing and Reporting

- We maintain an open-door policy that encourages employees and partners to report unethical behavior without fear of retaliation.
- Any suspected violation of this Code or illegal activity will be thoroughly investigated, and appropriate action will be taken.

10. Professionalism

- We conduct ourselves professionally at all times, upholding the reputation of Lincet Partners.
- We remain committed to continuous learning and professional development to better serve our clients and partners.

This Code of Ethics applies to all employees, partners, and associates of Lincet Partners. By adhering to these principles, we strive to build a business that is ethical, trustworthy, and sustainable for the long term.

For any inquiries or clarifications regarding this Code, please contact us at xico@lincetpartner.com or +256786801855.