



Ethics Policy

The Management of SEA WORLD MANAGEMENT has resolved, and is committed to providing a safe work environment, and one that embraces diversity of thought. Further the Management has adopted the following code of ethics and ethical standards.

The purpose of this code of ethics is to uphold and maintain a reputation of honesty, integrity, credibility, fairness, and transparency. The basic tenets of this code includes the fundamental rights of each individual employee, and the duty of each employee to adhere to the following principles:

- *To comply with all local laws and regulations where we operate.*
- *To report criminal behaviour observed within company operations.*
- *To respect each individuals' right to maintain personal views with dignity.*
- *To observe ZERO tolerance for discrimination based on sex, gender identification, race, or religion, and ZERO tolerance for intimidation (i.e. "bullying").*
- *To foster transparent, honest relationships with customers, vendors, agents, and all other individuals involved in business dealings.*
- *To maintain proprietary and confidential information relating to all business dealings, and not disseminate or disclose such information without expressed permission from Management.*
- *To observe ZERO tolerance for conduct that breaches accepted compliance principles, including bribery and corruption in any form.*

This Policy has the full support of Top Management and applies to all Company's employees.

Date: 23/04/2018

Managing Director