

## **BUSINESS ETHICS POLICY:**

**PowerCom** is committed to the highest standards of integrity and responsibility when working with all stakeholders. POWERCOM provides guidance to its employees on a wide range of ethical issues, such as reporting unlawful or inappropriate conduct; respecting and protecting intellectual property and complying with laws, rules and regulations concerning trading in securities through its Business Ethics Policy.

Employees are required to report any evidence of fraud, unethical business conduct, violation of laws, danger to health or safety or any other violation of corporate policies. Reports are kept confidential and can even be submitted anonymously. We take each and every report seriously; we investigate and resolve all complaints and take action to address every issue.