

The Humble Way (Our Code of Ethics)

Our Business Principles

At Humble Group, we believe in doing business responsibly, ethically, and sustainably in order to do business the Humble way.

The Humble Way is our Code of Ethics which defines the non-negotiable ethical behaviors we expect from all our employees. The Humble Way applies to all employees of Humble Group and its subsidiaries worldwide.

By living and operating The Humble Way we bring our corporate values and purpose to life. This Code governs both our decision making and our actions to apply those values in everything that we do.

We have made The Humble Way publicly available on our corporate website as a statement of our commitment.

Our Values

At Humble Group we have four values which govern the way we do business.

Innovation

We encourage new ideas, new ways of working, and promote a test & learn culture.

Entrepreneurship

We support a self-starter attitude and encourage both initiative and accountability.

Integrity

We operate with honesty, openness, respect, and are governed by a strong moral compass.

Passion

We celebrate vision, curiosity, continuous learning, a drive for excellence and agility in execution.

Our Standards

Humble Group commits to conducting business with respect for all human rights. We uphold our **Human Rights Policy** in all business operations and respect the interests of those we do business with.

Humble Group requires all employees to comply with and operate within the local laws of the countries they do business in.

Humble Group commits to being a responsible employer by offering a safe and healthy work environment. This includes promoting diversity, respecting privacy, rewarding talent and merit, and looking after our people.

Humble Groups supports an open and transparent workplace culture and encourages its employees to come forward with ideas, suggestions, or feedback. Humble Group commits to upholding its **Speak Up Policy** to support and protect those that come forward without fear of repercussion.

Humble Group commits to providing transparency across our operations to build trust and promote open and honest dialogue with all our stakeholders: our employees, shareholders, suppliers, customers, and consumers.

Governance

Upholding The Humble Way is the responsibility of every Humble Group employee.

Humble Group's Chief Executive Officer and Board of Directors are ultimately responsible for compliance with our ethical code and corporate behaviors.