



Ethics Policy @ RMSI

RMSI expects the highest standards of ethical conduct in all of its endeavors. RMSI is always be ethical in every aspect of its business, including relationships, practices, sourcing and operations.

Business Integrity

RMSI does not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. RMSI would abide by all applicable anti-corruption laws and regulations of the countries in which it operates, including the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions.

RMSIs do have a policy relating to business that prohibits the giving and acceptance of gifts. Gifts include items such as cash, or cash equivalents including entertainment, gift cards, product discounts, and non- business activities. RMSIs do have a process to investigate and report any violations to the policy.

Disclosure of Information

RMSI would accurately record information regarding its business activities, Labour, health and safety, and environmental practices and disclose such information without falsification or misrepresentation to all appropriate parties and as required by law.

Protection of Intellectual Property

RMSI respects intellectual property rights and safeguard customer information. RMSI manages technology and know-how in a manner that protects intellectual property rights.

Whistle-blower Protection and Anonymous Complaints

RMSI provides an anonymous complaint mechanism for managers and employees to report workplace grievances. RMSI protects whistle-blower confidentiality and prohibit retaliation.

Community Engagement

RMSI is encouraged to help foster social and economic development and contribute to the sustainability of the communities in which it operates.

The organization is also committed to achieve continual improvement in all areas of ethics related matters and to comply with all applicable legal, customer and other requirements.

RMSI thus strives to achieve these ethics milestones by way of engaging employees, contractors through participation and consultation for sustainable performance.

The policy is communicated to all the persons working under the control of the organization and to the interested parties.

It is maintained as documented information, provides a framework for setting ethics objectives for the organization and is reviewed periodically to ensure its relevance to the organization.

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