



Ethics Policy Statement

RMSI expects the highest standards of ethical conduct in all its endeavors, including but not limited to the following aspects:

1. Business Integrity

RMSI adheres to the highest standards of integrity, ensuring that transparency, fairness, and ethical conduct are consistently upheld in all its business interactions. RMSI follows a zero-tolerance approach towards any form of unethical behavior, including, but not limited to, bribery, corruption, extortion, and embezzlement. The organization 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. Any violations of this aspect will be investigated as per RMSI's disciplinary process.

2. No Improper Advantage

RMSI does not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. RMSI abides 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.

3. Disclosure of Information

RMSI accurately records information regarding its business activities, labour, health and safety, and environmental practices and discloses such information without falsification or misrepresentation to all appropriate parties and as required by law.

4. Protection of Intellectual Property

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

5. Whistle-blower Protection and Anonymous Complaints

RMSI provides an anonymous complaint mechanism to all employees for reporting ethical concerns and ensures that individuals who report concerns or unethical behavior can do so in a safe and secure environment, free from the fear of retaliation.

6. Community Engagement

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

7. Fair Business, Advertising and Competition

RMSI ensures that standards of fair business practices, honest advertising, and ethical competition are rigorously upheld at all times. This commitment ensures that the business environment remains equitable, allowing for fair opportunities and upholding the principles of honesty and respect in all commercial interactions.

8. Privacy

RMSI is dedicated to safeguarding the privacy and confidentiality of personal information belonging to all individuals that it engages with in business, including suppliers, customers, and employees. RMSI ensures that any personal data is handled with the utmost care, in line with reasonable expectations of privacy, in complete compliance with all applicable privacy laws, information security regulations, and legal requirements when collecting, storing, processing, transmitting, or sharing personal information.
