



GLOBAL TRANSPORT SOLUTIONS

LAM Code of Conduct

Foreword:

The LAM Code of Ethics defines the foundation of the LAM Group of company's interaction with clients, customers, suppliers, staff, partners and the law in the universe we operate in. It is derived from the Group's DNA which sets its operating values and practices from the "BEE LAM" corporate culture. This Code describes the objectives and rules that reflect our commitment to responsible, ethically irreproachable and legally compliant behavior.

- 1) The "BEE LAM" main definitions are:
- 2) We work very hard, just like BEE's do.
- 3) Our team members are our assets
- 4) The Group's interest comes before the interest of the individual because the Group's strength defines who we are as individuals.
- 5) Our clients and customers are "Our raison d'être" and we are there for them at any time of day or night
- 6) Our Group is loyal to its team members the same way our team members are loyal to the Group.
- 7) We value and encourage and respect cultural, ethnic, religious, gender and choice diversity.
- 8) We are honest to our clients, customers, suppliers and our own team members.
- 9) We comply with all relevant laws, regulations and internal LAM policies.
- 10) We have fund doing all of the above.

Our Code of Ethics reflects these values and governs its maintenance. Our Code addresses:

1. LAM Group Team Members and Service Providers
2. LAM Group Clients and Customers
3. LAM Group Global corporate ethics
4. LAM Group Community and environment

1. LAM Group Team Members and Service Providers

1. People who work for or on behalf of the LAM Group do so in a spirit of trust built on honest communication, professional conduct, fairness in busi-

ness dealings and in full compliance with all laws and regulations.

2. The LAM Group values highly the cultural diversity of all who undertake work for the Group and nurtures their willingness and capacity to work together to achieve common goals.
3. The LAM Group team members ensure that workplace health and safety standards and practices are given priority and extend to all who undertake work for LAM.
4. The LAM Group managers support the honest efforts of all team members to improve themselves and make provision for training and professional development to ensure they are appropriately equipped for the jobs they are required to do on behalf of customers.
5. The LAM Group managers recognize that all who undertake work for LAM Group are connected to families and that the well-being of the family has an impact on their ability to work effectively.
6. The LAM Group team members will neither attempt to use their standing as employees of LAM Group to derive a private business advantage for them selves, any associate or family member nor engage in any other activity which constitutes a conflict of interest between their private and professional roles.

2. LAM Group Clients and Customers

1. LAM Group's clients and customers can expect LAM team members to do all within their power to meet their needs and strive to exceed their expectations.
2. LAM Group's clients and customers can expect all LAM team members to deal honestly with them and not commit any fraudulent act or crime at their behest.
3. LAM Group's clients and customers can expect all LAM team members to be proactive and protect their interest and act for their benefit even in fields not covered under the LAM Group's scope of business.

3. LAM Group Global Corporate Ethics

1. The LAM Group values, encourages and respects the rights and cultural, religious and ethnic practices of people in the countries in which it operates.
2. The LAM Group respects and abides by the laws of the countries in which it operates as well all relevant supranational laws and regulations. LAM team members conduct their business in full compliance with and understanding of, LAM Group policies including those covering corruption, bribery, money-laundering and trade sanctions.
3. The LAM Group provides a work environment free of discrimination and harassment based on age, veteran status, color, marital status, medical condition, physical disability, national origin, race, ethnic background, religion, gender or sexual orientation.

4. LAM Group Community and Environment

1. The LAM Group managers are committed to creating a healthy and safe work environment for all who undertake work for the group.
2. The LAM Group companies are aware of the importance of the protection of the environment and are conscious of the need to create a more sustainable environment driven by the common efforts of all to develop effective recycling and waste management practices and procedures.
3. The LAM Group team members promote and contribute to the advance and improvement of the communities in which they work.
4. The LAM Group is committed to engage in all possible measures that would benefit the environment.

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