



CODE OF CONDUCT AND ETHICS

NEXUS (U) LIMITED

Plot 800, Hoima Road, P. O. Box 8678 Kampala Uganda



CONTENTS

STATEMENT FROM SEGAWA ROGERS	2
1.0 INTRODUCTION	3
2.0 INTENTION.....	5
3.0 BUSINESS ETHICS AND INTEGRITY.....	6
3.1 BRIBERY, CORRUPTION, FRAUD AND THEFT.....	6
3.2 GIFTS, LOANS AND ENTERTAINMENT.....	7
3.3 CONFLICT OF INTEREST.....	9
3.4 POLITICAL & CHARITABLE CONTRIBUTIONS.....	11
3.5 RELATIONSHIPS WITH EXERNAL STAKEHOLDERS.....	11
3.6 COMPANY PROPERTY AND CONFIDENTIAL INFORMATION.....	13
3.7 INSIDER TRADING	14
4.0 COMPLIANCE WITH ALL LAWS	15
4.1 ANTI-CORRUPTION LAWS	15
4.2 FINANCIAL REPORTS AND ACCOUNTING RECORDS	15
4.3 TAX COMPLIANCE.....	16
4.4 BUSINESS LICENCES.....	16
4.5 INSURANCES	16
4.6 LEGALITY OF WORKERS.....	16
5.0 WORKING ENVIRONMENT.....	17
5.1 EMPLOYMENT PRACTICES.....	17
5.2 EMPLOYEE PRIVACY.....	17
5.3 ILLEGAL AND IMPROPER PAYMENTS.....	17
5.4 HARASSMENT, PERSONAL SECURITY AND GRIEVANCES.....	17
5.5 HEALTH, SAFETY AND THE ENVIRONMENT.....	18
5.6 HOURS OF DUTY AND REMUNERATION	18
5.7 STANDARDS OF DRESS AND APPEARANCE.....	19
5.8 ACCOUNTABILITY.....	19
5.9 JOB PERFORMANCE.....	20
5.10 DRUGS AND ALCOHOL	20
5.11 WHISTLEBLOWING	20
5.12 SECONDARY EMPLOYMENT.....	20
5.13 DIALOGUE AND SUPPORT	21
6.0 MONITORING COMPLIANCE WITH THE CODE OF CONDUCT.....	22

7.0 CODE CERTIFICATION.....23
8.0 CONTACT INFORMATION AND RESOURCES24

STATEMENT FROM SEGAWA ROGERS

Dear colleagues;

Nexus Uganda Limited set these guidelines and underlying principles to provide a framework for good business practices and strategies for preventing corruption, bribery, illegal acts and violation of human rights and the environment.

This Code of Conduct and Ethics provides guidance to help us live by our values and responsibly serve our key stakeholders including; our employees, our customers, our communities, and our environment.

Each of us is personally responsible to support our mission and values by making the commitment to live by this Code. Please review the Code carefully and make sure that you understand and practice it.

Sincerely,

Segawa Rogers

Managing Director

1.0 INTRODUCTION

Nexus Uganda Limited complies with applicable legal and regulatory requirements, we also treat our employees and business partners with the highest standards of ethics and integrity. Where corruption and bribery are thoroughly prohibited. We also care for the environment. This has allowed us to sustain business and development.

OUR CORE VALUES: At Nexus Uganda Limited our core values are;

- **INTEGRITY** - We behave with integrity and in an ethical manner in everything we do and say.
- **CUSTOMER ORIENTATION** - We promote a customer-centered culture
- **ACCOUNTABILITY** - Members of staff are individually accountable of failing to adhere to this Code of Conduct
- **RESPECT** - We have a genuine regard for others.

COMPLYING WITH THE CODE OF CONDUCT

Since the Code cannot address every situation you might encounter, Nexus Uganda Limited relies on your good judgment and values to uphold the spirit and intent of the Code. If you are ever unsure about what to do in a particular situation, discuss the issue with your manager and ask questions. We have many resources available to help you.

REPORTING MISCONDUCT

If you encounter what you believe to be a potential violation of law, regulation, this Code or Company policy, speak up. Speaking up is not only the right thing to do, it's required by Company policy. Nexus Uganda Limited provides many ways to report ethical, legal, regulatory and policy concerns. You have the option of reporting anonymously, where permitted by law, and, regardless of how you report, you are protected from retaliation whenever you speak up in good faith. All reports will be reviewed and, if necessary, investigated.

WAIVERS OF THE CODE

Waivers of any provisions of the Code will only be granted in exceptional circumstances. Waivers can only be granted by management and will be publicly disclosed and

documented.

2.0 INTENTION

Nexus Uganda Limited introduced this code of conduct and ethics to provide a platform for ethical business practices and strategies for preventing bribery, illegal acts and infringements of human rights. The overall objectives of implementing the Code are to assist in meeting the targets of:

- Eliminating bribery and illegal business practices
- Full compliance with all legal and regulatory requirements in each area of operation
- Making a positive contribution to improving business standards of integrity, transparency and accountability wherever Nexus Uganda Limited operates.
- Sustainability, good corporate governance and continual improvement in the effectiveness of our processes to reduce risk to the company's performance
- Achieving benefits in staff morale and positive feedback on our relationships with employees, business partners and the communities in which we operate
- Undertaking initiatives to promote greater environmental responsibility

This code is as a further step in demonstrating the Company's commitment to high personal standards of conduct and ethics.

The management has a responsibility to lead by example. Managers must be positive role models to inspire others to follow our Code and to conduct business according to the highest standards of ethics and professional behavior.

3.0 BUSINESS ETHICS AND INTEGRITY

At Nexus Uganda Limited, we hold ourselves to high standards of integrity, ethics and environmental responsibility in all aspects of our business dealings and operations with customers, members, employees, partners, and other stakeholders, including governments and the public.

3.1 BRIBERY, CORRUPTION, FRAUD AND THEFT

At Nexus Uganda Limited, we should all recognize and understand that corruption, extortion, dishonesty and bribery are not only unlawful but also weaken the business and distort performance and are therefore unsustainable. To this end every one of us must operate all aspects of our business in an ethical manner with the highest integrity. This means treating our customers and their representatives, our subcontractors and suppliers and others with whom we work in a fair and honest way, dealing openly and reasonably with third parties and respecting the environment affected by our operations.

At Nexus Uganda Limited, we are committed to fair business practices and to supplying and procuring goods and services objectively. We are strongly opposed to corruption and do not allow our employees, or those acting on our behalf, to offer, solicit, pay or accept bribes to obtain a favorable treatment or to influence the outcome of a negotiation in which we are interested.

Doing so is illegal, will not be tolerated and will result in disciplinary action. It is our policy to ensure that all suspected, alleged, attempted or actual frauds/theft are appropriately investigated. Everyone working for or on behalf of Nexus Uganda Limited is expected to behave in accordance with the Anti-Bribery and Corruption policy and to be vigilant in preventing fraud or corrupt business practices.

Nexus Uganda Limited prohibits bribery, soliciting any advantage from any person and the offer or receipt of gifts, hospitality or expenses in all business dealings and operations except under specific circumstances as given in this code.

3.2 GIFTS, LOANS AND ENTERTAINMENT

At Nexus Uganda Limited, soliciting or accepting an advantage in connection with your work without express permission is committing an offence. We should follow these guidelines in respect of suppliers and others with whom we have or may have business dealings:

- Employees must never accept gifts of cash or cash equivalent.
- Employees are prohibited from the offer or receipt of gifts, hospitality or expenses whenever such arrangements could improperly affect, or might be perceived to improperly affect, the outcome of a procurement or other business transaction and are not reasonable and bona fide expenditures.
- Only gifts of nominal value may be accepted by employees. Nominal (Ugx 10,000 or less) gifts include items such as pens, mouse pads, calendars, caps, shirts and mugs. All other gifts must be turned over to management, so that they can either be given to a charitable organization, auctioned off with the proceeds going to charity. All gifts received must be disclosed to management so that they can be recorded in a log.
- Turn over any gifts received for a personal appearance (such as a speech) to our Department Head for charitable or promotional use (we may keep prizes we win)
- Accept only a sufficient amount of product as samples to conduct a product evaluation or test
- Do not ask suppliers for any gifts or samples to sponsor Company teams or social events
- Accept invitations to meals, social events or any outside activities only if the occasion is business-related; they should also be moderate in value, in good taste and occur infrequently
- Disclose all invitations we accept to management so they can be recorded in a log
- Receive approval from management, in accordance with our travel policy, to attend business trips sponsored by suppliers before we accept the invitation
- While there are no restrictions on normal bank loans, any employee or his/her immediate family should not grant or guarantee a loan to, or accept a loan from or

through the assistance of any individual or organization having business dealings with the Company.

- Do not engage in frequent and excessive gambling of any kind with persons having business dealings with the Company. In social games with clients, contractors or suppliers, you must exercise judgement and withdraw from any high stake games.

Where an advantage [gift, loan, fee, reward, commission, service or favor] is given voluntarily, acceptance may be considered only if:

- it will not influence your performance;
- you will not feel obliged to do something in return for the offer;
- you are able to openly discuss the acceptance without reservation;
- the nature and the value of the advantage are such that refusal could be seen as unsociable or impolite

The management may, at their discretion, approve exceptions to these guidelines. All such approvals granted must be documented.

Under no circumstances may any employee offer bribes to any person or company for the purpose of obtaining or retaining business. It is also illegal to offer advantages to influence public servants or bribes in relation to public contracts and tenders.

Just as employees are expected to abide by the code, suppliers are also expected to respect these regulations.

Any supplier offering bribes or gifts in contravention of this Code will be subject to review of its continuing business relationship with Nexus Uganda Limited.

3.3 CONFLICT OF INTEREST

Conflict of interest can occur when your personal, financial, social or political interests or activities, or investments (or those of your immediate family) could affect or appear to affect your decision-making on behalf of Nexus Uganda Limited or where your objectivity could be questioned because of these interests or activities.

When you allow your personal relationships or Interests to cloud your judgment and ability to make honest, ethical and sound business decisions, you may not only damage the Company's reputation but also your own.

Employees and those acting on our behalf must perform their duties conscientiously, honestly and put Nexus Uganda Limited's interests ahead of their own personal interests when carrying out Nexus Uganda Limited's business

At Nexus Uganda Limited you all hold a position of trust that involves the responsibility for ensuring:

- You must not be in a relationship at work where this could or does interfere with work or give the perception of bias
- You must not allow personal financial or business interests to compromise the impartiality of decisions made on behalf of Nexus Uganda Limited
- You must not use your position with the Company to influence or bypass Company procedures for personal benefit or the benefit of friends, family or colleagues
- You must not do not work for a competitor or start up a business that competes with the Company
- You must not acquire products or services from suppliers for personal use at less than fair market value
- You must select suppliers with the best overall package in terms of price, product(s) and services that will meet the Company's business needs.
- You must avoid situations that may lead to an actual or perceived conflict of interest

All employees and those acting on our behalf must speak to management where they feel that a conflict of interest exists, or that the appearance of such a conflict could arise.

3.4 POLITICAL & CHARITABLE CONTRIBUTIONS

Nexus Uganda Limited makes contributions to worthy organizations in the communities it serves.

Nexus Uganda Limited does not make donations to politicians or political parties. Payments to elected officials and public servants are prohibited.

The Company, its employees or intermediaries shall not make direct or indirect contributions to political parties, party officials, candidates or organizations or individuals engaged in politics, as a subterfuge for bribery.

If employees choose to work on political or volunteer organizations, they must do so on their own time and without using Nexus Uganda Limited property. Comments and actions should be stated to be a reflection of your own views and not be attributed to the Company.

Although the Company encourages involvement in community activities, employees should discuss the nature of their planned involvement with their manager to gain approval for and clarification of their role on such committees and associations.

3.5 RELATIONSHIPS WITH EXTERNAL STAKEHOLDERS

CUSTOMERS

Nexus Uganda Limited is committed to meeting the needs of its customers and strives to provide high-quality services and products. In customer relationships, employees behave in an ethical fashion. Sensitive, private or confidential customer information is safeguarded according to Nexus Uganda Limited's standards, with access restricted to those who have a need to know.

SUPPLIERS, PARTNERS AND THIRD PARTIES

Nexus Uganda Limited suppliers, partners and other third parties must know and agree to comply with the Code. All agreements with suppliers, partners and third parties must be in writing and must specify the goods and services to be provided and the fees to be paid.

Such agreements must be in line with reasonable competitive and market practices, the principles established in this Code and relevant corporate policies.

COMPETITION

Nexus Uganda Limited employees and suppliers, partners and third parties must never employ unethical or illegal practices to collect competitive intelligence. Nexus Uganda Limited complies with antitrust laws wherever it does business. In general, we must guard against:

- Price-fixing or arranged market segmentation; or
- Monopolistic behavior that aims to reduce competition.

GOVERNMENTS

Nexus Uganda Limited and its employees and partners comply with all legal and contractual obligations in dealing with the various governments and regulatory agencies with which they are in contact. Employees and partners of Nexus Uganda Limited who deal with government officials and negotiate contracts are responsible for knowing and complying with all applicable laws and regulations, including those pertaining to lobbying activities.

SUBCONTRACTS AND PURCHASE ORDERS

The Company procures goods and services that represent good value and are obtained on fair and competitive terms using an open and transparent selection process and objective selection and performance evaluation criteria. With the exception of some regional or specialist businesses and unless otherwise agreed, employees are to conduct this process using Nexus Uganda Limited's central procurement services to leverage on the greater purchasing power and collective information obtained across the business in order to secure lower rates and charges and potentially less risky, better, safer and environmentally more sensitive services.

JOINT VENTURES

We undertake due diligence following established guidelines before entering into any joint venture and then on an on-going basis during the period of the relationship as

circumstances warrant. Outputs shall be authorized at the highest level. When the Company leads a joint venture we shall ensure that the conduct of partners is consistent with this Code

DUE DILIGENCE

Employees will undertake due diligence in evaluating subcontractors and suppliers not only to ensure they can deliver the required product or services but also to ensure that they have proper employment practices and effective anti-bribery policies and procedures to ensure legal compliance and to control any significant impacts they may have on the environment. The Company shall make known its own policies and this Code and seek to influence the conduct of business partners and shall impose contractual rights of termination in case of conduct inconsistent with this Code.

PUBLIC COMMUNICATION

The public's acceptance of Nexus Uganda Limited's conduct is just as important as customers' acceptance of the Company's products and services. Therefore it is imperative that Nexus Uganda Limited responds to public inquiries from the media, governments, and others, with prompt, courteous, honest answers through employees who are authorized to speak publicly on behalf of Nexus Uganda Limited.

3.6 COMPANY PROPERTY AND CONFIDENTIAL INFORMATION

COMPANY PROPERTY

We must protect all Company Property against theft, vandalism, sabotage and unauthorized use or consumption at business and at home. "Company Property" includes offices, office equipment and supplies, tools, vehicles, patents, copyrights, company logos, computer software and hardware, cellular and wireless devices, e-mail, instant messages and voice-mail. If we leave the Company, these assets must be returned. The Company does not permit the unauthorized use of Company time, facilities or resources for activities other than recognized Company business.

Unless otherwise permitted by management, Company guidelines and procedures, the appropriation of Company property by employees for personal use, or for resale is strictly

prohibited. Similarly you are not permitted to use your authority over other employees to use company resources for personal use. On termination of and at any other time during your employment when requested, you must hand over Company assets and records stored in whatever format.

CONFIDENTIALITY

Unauthorized disclosure of Confidential Information can severely damage the Company. The directors, officers and employees of the Company are prohibited from disclosing or using Confidential Information except in the ordinary course of business.

“Confidential Information” means commercially or competitively sensitive, proprietary or private information concerning the business and affairs of the Company (including information concerning the finances, employees, technology, processes, facilities, products, suppliers, customers and markets of the Company) or its suppliers, and includes without limitation undisclosed Material Information.

The Company strictly prohibits any access, usage or disclosure of employees’ personal data without legitimate authorization. You should note that the company reserves the right to retrieve your e-mails transmitted via the Company e-mail accounts and to monitor your use of the Internet.

Nexus Uganda Limited continued success depends on the use of its confidential information and its non-disclosure to third parties. Unless required by the law or authorization from management. Employees should be vigilant when storing or using confidential information to avoid unintentional disclosure.

3.7 INSIDER TRADING

Nexus Uganda Limited prohibits inside trading. Insider trading means trading securities on the basis of material, non-public information or sharing material non-public information with another person so they can trade. “Material” information is information that a reasonable investor would likely consider important when making a decision to buy, sell, or hold securities. It is unethical and illegal to buy or sell stock or other securities on the basis of material non-public information. It is also illegal to communicate non-public information to any other person so that they may trade.

4.0 COMPLIANCE WITH ALL LAWS

Nexus Uganda Limited is committed to complying with the legal requirements applying in Uganda and other countries where we do business. We have established policies and procedures to guide the proper management of operational compliance issues as well as systems dealing with financial, taxation and human resources management which enable employees to learn how to comply with all accountability standards, laws, rules and regulations. We maintain and continually improve these systems of management and shall ensure that all employees have the information available or are given instruction to know these standards, laws and regulations applicable to them. At the same time you must make yourself aware of these requirements as they apply to you.

4.1 ANTI-CORRUPTION LAWS

Nexus Uganda Limited complies with anti-corruption legislation in Uganda and all jurisdictions where it operates. Nexus Uganda Limited employees, suppliers, partners and other third parties must never make or approve an illegal payment to anyone, under any circumstances.

Nexus Uganda Limited does not deal with corrupt and non-compliant employees, suppliers, partners and other third parties.

4.2 FINANCIAL REPORTS AND ACCOUNTING RECORDS

Management, creditors, and others have a legitimate interest in the Nexus Uganda Limited's financial and accounting information. The integrity of the Nexus Uganda Limited financial reporting and accounting records is based on validity, accuracy, and completeness of information supporting entries to the Nexus Uganda Limited's books of account. Nexus Uganda Limited will ensure every accounting or financial entry accurately reflects that which is described by the supporting information. Nexus Uganda Limited expects employees involved in creating, processing, or recording such information to be personally responsible for its integrity. Employees have a responsibility to ensure that false or intentionally misleading entries are not made. The same standards of integrity that apply to external financial reporting also apply to the financial statements that are used as internal management tools.

4.3 TAX COMPLIANCE

Nexus Uganda Limited ensures full compliance with all local tax laws and regulations making full reporting of all income and expenditure, completing and submitting timely tax returns and making timely payments of all tax liabilities.

Nexus Uganda Limited remits all local taxes for remunerations paid to employees.

4.4 BUSINESS LICENCES

Nexus Uganda Limited establishes, holds and maintains valid business registrations and operating licences to carry out business activities in each region and where applicable for each type of operation as required by local authorities and laws.

Nexus Uganda Limited shall only carry out its operations within the scope and conditions of these licences and registrations and in compliance with any local trade restrictions and export controls. Employees shall provide detailed and accurate.

4.5 INSURANCES

Nexus Uganda Limited shall arrange all required insurances through reputable insurance companies in accordance with local legislation and contractual requirements including where applicable comprehensive Employees' Compensation Insurance for all employees and subcontractors workers and third party vehicle insurance.

4.6 LEGALITY OF WORKERS

Nexus Uganda Limited implements access controls to its sites and offices to prevent illegal immigrants or others who cannot be lawfully employed from entering or working on our sites or within offices under our control. We also monitor the presence of illegal workers on sites by conducting random checks. The Company will ensure that all employees engaged have the necessary visas, work permits, specific registrations, licences and qualifications needed before they perform the duties assigned to them.

5.0 WORKING ENVIRONMENT

5.1 EMPLOYMENT PRACTICES

Nexus Uganda Limited treats all employees fairly, ethically, respectfully and with dignity. The Company offers equal employment opportunities without regard to any distinctions based on age, gender, sexual orientation, disability, race, religion, citizenship, marital status, family situation, country of origin or other factors, in accordance with the laws and regulations of Uganda.

We observe the rights of employees and subcontractors to a safe and healthy work place and we engage with communities to share concerns and identify risks as early as possible.

5.2 EMPLOYEE PRIVACY

Nexus Uganda Limited respects all employees' privacy and only collects information about employees for lawful reasons relevant to the business. Information in personnel files and medical records is strictly confidential. Access is available only to authorized persons. Therefore, all requests for references or employment information must be referred to the management.

5.3 ILLEGAL AND IMPROPER PAYMENTS

Nexus Uganda Limited employees, suppliers, partners and other third parties are strictly prohibited from offering or taking any form of illegal or improper payment. Nexus Uganda Limited funds and assets must never be used for any unlawful purpose. As an employee, you must never approve, authorize or make any payment, gift or favour to any person in a position of authority, such as a government or corporate official, in order to obtain favourable treatment in negotiations or the awarding of contracts, or any other dealings

5.4 HARASSMENT, PERSONAL SECURITY AND GRIEVANCES

Nexus Uganda Limited policies protect employees from harassment, bullying and victimization in the workplace, including all forms of sexual, physical and psychological abuse. As an employee, you are entitled to, and are expected to preserve, a positive,

harmonious and professional work environment. In the event of grievances, the employees should raise their complaints of harassment or unfair treatment to management.

Reports of harassment will be treated in the strictest confidence and every effort made to ensure that the victim is protected and not disadvantaged in terms of his employment or working environment. If you raise a complaint of harassment, the matter shall be investigated and acted upon to ensure you do not continue to experience such behaviour.

5.5 HEALTH, SAFETY AND THE ENVIRONMENT

The occupational health and safety of employees and environmental protection are priorities at Nexus Uganda Limited, where they are regarded as a fundamental corporate social responsibility. We strive to reduce the impact of our activities and of the performance of our products on the environment, and work towards a “total life-cycle” view in product design, while maintaining our competitiveness.

Nexus Uganda Limited and its employees comply with all applicable laws and regulations. We adopt standards, procedures, contingency measures and management systems to ensure that our operations are managed safely, ecologically and in a sustainable way.

To protect their own safety as well as that of their colleagues and communities, employees undertake not to work under the influence of any substance that could impair their judgment or interfere with the effective and responsible performance of their duties.

The Company will not tolerate any unsafe work practices or serious infringements or the consumption of alcohol or taking of drugs during working hours. Should such behavior be detected you will be subject to different levels of disciplinary action including possible dismissal.

5.6 HOURS OF DUTY AND REMUNERATION

When you are on duty, you should be available to provide a full range of services at your particular work location during the Company's nominated business hours. The Company's nominated business hours are 8.30am to 5.00pm from Monday to Saturday.

At Nexus Uganda Limited we believe that our employees must be fairly paid for the work done. We make sure the remunerations are linked to performance and fit with the needs of our employees.

5.7 STANDARDS OF DRESS AND APPEARANCE

You should project a professional image appropriate to the nature of the business in which you are engaged. You should be well groomed and attired neatly with tidy, clean clothing as a minimum. Dress should be appropriate to the work being done at the time. Some staff are required to adopt safety standards in their working clothes when on site.

You should exercise discretion and consideration for both the public and your fellow officers in your manner and standard of dress.

5.8 ACCOUNTABILITY

You are responsible for your own acts and omissions and you are accountable for them.

If you are a manager or supervisor you are also responsible for the work related acts and omissions of you staff. This does not mean that you will be held responsible for every minor fault of your staff. It means that while exercising the level of leadership, management and supervision appropriate to your position, you will be called upon to account for unsatisfactory acts or omissions by your staff.

If you are a manager, you are responsible for making sure that the personal and professional behaviour of staff reporting to you is in accordance with the principles and behaviour outlined in this Code. You must also make sure that they know:

- You will not tolerate unethical behaviour;
- what their duties are;
- how they should do their job;
- what outputs and results are expected;
- the limits of their administrative and financial delegations; and
- That their work will be regularly checked and their performance appraised.

5.9 JOB PERFORMANCE

Employees are selected and placed based on their personal qualifications, attributes and skills for the job. Nexus Uganda Limited expects all employees to give their best efforts, learn from their successes and setbacks, and pursue opportunities to improve their performance on their own initiative, as well as through learning programs offered by the Company.

5.10 DRUGS AND ALCOHOL

At Nexus Uganda Limited we do not tolerate the use of alcohol and drugs as it may risk the health, safety and welfare of individuals, work colleagues or third parties. We operate a random testing programme covering all employees and will, wherever possible, support any employee who is seeking rehabilitation for medically diagnosed drug or alcohol related dependency or addiction.

5.11 WHISTLEBLOWING

Nexus Uganda Limited is committed to supporting employees who make a genuine complaint about non-compliant, suspicious or unethical conduct by other employees of the Nexus Uganda Limited Group, regardless of seniority of those involved in the alleged conduct. Nexus Uganda Limited's commitment includes the promise to protect the confidentiality and position of employees wishing to raise serious matters that affect the integrity of Nexus Uganda Limited. However, it is also of the utmost importance that complaints are made frankly, and honestly. If a complaint is untruthful, then this may be grounds for disciplinary action.

5.12 SECONDARY EMPLOYMENT

Nexus Uganda Limited staff may for a variety of reasons seek to engage in other work, including participation in a family company, outside employment, directorships with other organizations and business investments. Before taking a second job or engaging in private work, you must have the approval of the management, valid for 12 months and may cease if any details on the application change.

5.13 DIALOGUE AND SUPPORT

Nexus Uganda Limited communicates openly and honestly and believes that the views of our employees are important. We listen to feedback and try to continually improve the way we operate. Our goal is to help everyone succeed and we expect all employees to be open about their difficulties and be willing to ask for help when they need it.

6.0 MONITORING COMPLIANCE WITH THE CODE OF CONDUCT

The Code of Conduct is communicated to all Nexus Uganda Limited employees and new employees at induction to the company.

Adherence to the principles and requirements of the Code of Conduct is a condition of continuous employment for Nexus Uganda Limited employees. Implementation and compliance with the Code of Conduct is subject to periodic audit by Nexus Uganda Limited Audit team.

The management of Nexus Uganda Limited is responsible for overseeing the development and implementation of this Code of Conduct and the management should provide leadership, resources and active support for implementation and shall demonstrate visible and active commitment to the implementation of the core business principles.

INTERNAL CONTROLS

Nexus Uganda Limited shall maintain an effective system of internal controls, comprising proper and accurate book keeping and records, taxation, regulatory, financial and Company checks and balances over our taxation, accounting and record keeping practices and other business processes related to implementation of this Code. The internal control systems shall be subjected to regular audits to verify compliance.

REPORTING CODE VIOLATIONS

Any individual in the employ of Nexus Uganda Limited, or any customer, supplier, partner or other third party, who becomes aware of a possible violation of the Code, or of a violation of the law by the Company or any of its employees, has an important duty to report it, remaining silent could have serious negative consequences for the Company.

PENALTIES FOR CODE VIOLATIONS

Failure to respect the Code may lead to disciplinary measures in regard with the violation, including termination of employment. Breaching the Code may also in some circumstances lead to prosecution.

7.0 CODE CERTIFICATION

I, _____, acknowledge that I have received the Nexus Uganda Limited Code of Conduct and understand that I am obligated to read the Code and to comply with the principles, policies and laws outlined in the Code.

I understand that my agreement to comply with this Code does not constitute a contract of employment.

Employee's Signature

Date _____

I, _____, declare that I have discussed the Nexus Uganda Limited Code of Conduct and Ethics with the Employee whose signature is noted above.

Signature of Nexus Uganda Limited Management

8.0 CONTACT INFORMATION AND RESOURCES

At Nexus Uganda Limited we have many different contacts where you can direct questions and get help. You are encouraged to contact management using any of the resources below whenever you have any concern;

Telephone: +256 414 590 201,+256 392 966 507

Mobile: +256 772 423 384, +256 701423384

Fax: 041 4 530 083

Email: info@nexusugltd.com, nexusugltd@gmail.com
compliance@nexusugltd.com
whistleblowing@nexusugltd.com



www.nexusugltd.com

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