



BUSINESS INTEGRITY POLICY

The purpose of the policy is to ensure that all of FIL's business operations are conducted in an ethical manner and compliance with applicable laws and regulations. The policy applies to all personnel employed by these companies so that high standards of business integrity are maintained. The policy applies to all employees and Directors of the Company, and they are expected to always abide by these principles without exception.

Each employee must exercise good judgment and avoid any circumstance that would violate the letter or spirit of FIL's Code of Conduct. FIL ensures the protection of all stakeholders who report malpractices and unethical behaviour by remaining committed to the Financial Integrity, Integrity to Fellow Employees, Integrity to Customers, suppliers and community and integrity in the use of Company resources and assets.
