

Lake House Printers & Publishers PLC

Policy Statement on Internal Code of Business Conduct and Ethics for all Directors and employees, including policies on trading in the Entity's listed securities

1. Introduction

The Board of Directors (the "Board") of Lake House Printers & Publishers PLC ("the Company") is committed to maintaining the highest standards of ethical conduct, integrity, and accountability in all its operations. This Policy Statement outlines the Company's Internal Code of Business Conduct and Ethics (the "Code"), which aligns with the Continuing Listing Rules of the Colombo Stock Exchange (CSE) and the Code of Best Practice on Corporate Governance

2. Scope and Application

This Code applies to all Directors, officers, employees, and stakeholders of the Company, including its subsidiaries. Adherence to this Code is mandatory and it forms an integral part of the Company's corporate governance framework.

3. Core Principles

The Company's Code of Conduct is founded on the following core principles:

Integrity and Honesty: Conducting all business dealings with transparency, fairness, and honesty.

Compliance with Laws: Adhering to all applicable laws, regulations, and internal policies.

Confidentiality: Protecting confidential information related to the Company, its clients, and stakeholders.

Conflict of Interest: Avoiding situations where personal interests conflict with the interests of the Company.

Fair Dealing: Promoting fair competition and ethical practices in all business relationships.

Responsibility to Stakeholders: Safeguarding the interests of shareholders, employees, customers, and the community.

4. Key Policy Provisions

4.1 Conflicts of Interest

All Directors and employees must disclose any actual or potential conflicts of interest to the Board or the Company Secretary. The Company will take appropriate measures to address such conflicts in accordance with legal and regulatory requirements.

4.2 Confidentiality and Data Protection

Directors and employees shall not disclose or misuse confidential information obtained during their tenure of service. The Company complies with all relevant data protection laws and has been certified under ISO 27001:2022 for Information Security Management Systems (ISMS) to further enhance the protection of the Company's data.

4.3 Anti-Bribery and Corruption

The Company strictly prohibits bribery, corruption, and unethical inducements. Directors and employees must not offer, accept, or solicit any form of bribe or improper advantage.

4.4 Fair Competition and Anti-Trust Compliance

The Company supports free and fair competition and complies with all applicable anti-trust and competition laws in Sri Lanka.

4.5 Protection of Company Assets

Directors and employees are responsible for safeguarding the Company's assets, including intellectual property, physical assets, and financial resources.

4.6 Whistleblowing Mechanism

The Company has established a confidential whistleblowing mechanism that allows employees and stakeholders to report violations of this Code without fear of retaliation. Reports can be submitted to the Company Secretary at anura@lakehppl.com

6. Review and Amendments

This policy is reviewed as and when necessary in accordance with the changes in regulatory and business environment. Any revision or amendment to this Policy shall be approved by the Board.