

MALLA GROUP

CODE OF ETHICS

Effective Date: June 2025

INTRODUCTION

Malla Group is committed to conducting business with the highest standards of ethics, integrity, and professional conduct. This Code of Ethics provides guidelines for all employees, officers, directors, and business partners in their professional activities and business relationships.

CORE VALUES

Integrity

We conduct all business activities with honesty and transparency. We are truthful in our communications and faithful to our commitments.

Excellence

We strive for the highest quality in everything we do, continuously improving our processes, products, and services.

Respect

We treat all individuals with dignity and respect, valuing diversity and fostering an inclusive work environment.

Accountability

We take responsibility for our actions and decisions, and we hold ourselves and others accountable for meeting our ethical standards.

ETHICAL STANDARDS

Legal Compliance

All employees must comply with applicable laws, regulations, and company policies. Ignorance of the law is not an acceptable excuse for violations.

Conflicts of Interest

Employees must avoid situations where personal interests conflict with the interests of Malla Group. Any potential conflicts must be disclosed to management immediately.

Confidentiality

Employees must protect confidential information belonging to Malla Group, its customers, and business partners. This obligation continues even after employment ends.

Fair Dealing

We deal fairly with customers, suppliers, competitors, and employees. We do not take unfair advantage through manipulation, concealment, or misrepresentation.

BUSINESS PRACTICES

Anti-Corruption and Bribery

Malla Group prohibits all forms of bribery and corruption. Employees may not offer, give, request, or accept bribes, kickbacks, or improper payments of any kind.

Gifts and Entertainment

Employees may not accept gifts, entertainment, or other benefits that could influence business decisions. Modest gifts of nominal value may be acceptable in certain circumstances.

Financial Integrity

All financial records and reports must be accurate, complete, and maintained in accordance with applicable accounting standards and internal controls.

Data Protection and Privacy

We are committed to protecting personal data and privacy in accordance with applicable laws and regulations. Employee and customer information must be handled with appropriate care.

WORKPLACE STANDARDS

Equal Opportunity

Malla Group provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, or veteran status.

Harassment-Free Environment

We maintain a workplace free from harassment, discrimination, and retaliation. All employees have the right to work in a respectful and professional environment.

Health and Safety

We are committed to providing a safe and healthy work environment. Employees must follow all safety procedures and report unsafe conditions immediately.

REPORTING AND COMPLIANCE

Reporting Violations

Employees have a duty to report suspected violations of this Code, laws, or company policies. Reports can be made to supervisors, Human Resources, or through anonymous reporting channels.

Non-Retaliation

Malla Group prohibits retaliation against anyone who reports violations in good faith or participates in investigations of alleged violations.

Enforcement

Violations of this Code may result in disciplinary action, up to and including termination of employment. The severity of consequences will depend on the nature and circumstances of the violation.

CONTACT INFORMATION

For questions about this Code of Ethics or to report violations:

Human Resources Department
Email: ethics@malla-group.com
Phone: +1 (305) 555-0150
Address: Miami, Florida

All reports will be handled confidentially and in accordance with applicable laws.

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