

# AHK Global Solutions (Pvt) Ltd.

## Statement of Ethics

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## This Statement of Ethics

This Statement of Ethics was published on the 18<sup>th</sup> day of October 2025, by and between:

**AHK Global Solutions (Pvt) Ltd.**, having its registered office at Al Hafeez Executive, Block C3 Block C 3 Gulberg III, Lahore, 54000, Pakistan, (hereinafter referred to as the “AHK Global Solutions” and

Muhammad Husnain Yousufi, son of Zahid Ali Yousufi, CNIC/Passport No. 17301-0307592-7, residing at UET Society Wapda Town, House no.130 B, Lahore (hereinafter referred to as the “Employee”).

## 1. Purpose

The purpose of this Statement is to set clear expectations regarding ethical conduct, integrity, and professionalism in the workplace. Employees are required to uphold the Company’s values, act honestly, and avoid any behavior that may harm the Company’s reputation or operations.

## 2. Core Ethical Principles

Employees are expected to adhere to the following principles:

- **Integrity:** Act with honesty and fairness in all business dealings.
- **Respect:** Treat colleagues, clients, and stakeholders with dignity and professionalism.
- **Compliance:** Abide by all applicable laws, regulations, and company policies.
- **Confidentiality:** Respect and protect the Company’s proprietary information and that of its clients.
- **Accountability:** Take responsibility for actions and decisions.

- **Fairness:** Avoid conflicts of interest and make impartial decisions.

### 3. Employee Responsibilities

The Employee agrees to:

- Maintain the highest standards of ethical behavior in all professional interactions.
- Avoid accepting gifts, Favors, or Hospitality that could influence work-related decisions.
- Report unethical practices, misconduct, or violations to the appropriate authority within the Company.
- Safeguard Company assets and use them responsibly.
- Avoid any form of discrimination, harassment, or abusive conduct in the workplace.

### 4. Prohibited Conduct

Employees must not:

- Engage in bribery, fraud, or corruption of any kind.
- Disclose confidential or sensitive information without authorization.
- Misuse Company resources for personal gain.
- Engage in behavior that compromises health, safety, or well-being of others.

### 5. Consequences of Violations

Any breach of this Statement may result in:

- Disciplinary action, up to and including termination of employment.
- Legal proceedings or claims for damages where applicable.

### 6. Governing Law

This Statement shall be governed by and construed in accordance with the laws of Pakistan.

## 7. Acknowledgment

This document constitutes the Employee's formal acknowledgment of their ethical obligations as a representative of the Company.

### Signatures

For AHK Global Solutions (Pvt) Ltd.

Name: Zeeshan Mudabbir

Designation: HR Manager

Authorized Signatory:

**Employee**

Name:

Date:

Signature: