

APPENDIX F

CODE OF ETHICS

1. Introduction

This Code is more than a collection of high-sounding statements. It is intended to have practical value in the company's day-to-day business and each stakeholder must follow these principles in the spirit as well as the letter.

2. Standard of Conduct

BOPP's operations are conducted with honesty, integrity and openness, and with respect for the human rights and interests of all employees.

BOPP shall similarly respect the legitimate interests of those with whom the company has relationships.

3. Obeying the Law

BOPP and its employees are required to comply with the laws and regulations of Ghana.

4. Employees

The company is committed to diversity in a working environment where there is mutual trust and respect and where everyone feels responsible for the performance and reputation of our company.

BOPP will recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed.

The company is committed to safe and healthy working conditions for all employees. BOPP will not use any form of forced, compulsory or child labour.

The company is committed to working with employees to develop and enhance each individual's skills and capabilities.

BOPP will respect the dignity of the individual and the right of employees to freedom of association.

The company will maintain good communications with employees through company based information and consultation procedures.

5. Shareholders

BOPP will conduct its operations in accordance with internationally accepted principles of good corporate governance. The company will provide timely, regularly and reliable

information on our activities, structure, financial situation and performance to all shareholders.

6. Business Partners

BOPP is committed to establishing mutually beneficial relations with our suppliers, customers and business partners.

In BOPP's business dealings, it is expected that business partners will adhere to business principles consistent with that of the company.

7. Community Involvement

BOPP strives to be a trusted corporate citizen and, as an integral part of society, to fulfill the company's responsibilities to the societies and communities in which the company operates.

8. Public Activities

BOPP will promote and defend its legitimate business interest.

BOPP will co-operate with governments and other organizations, both directly and through bodies such as trade/industry associations, in the development of proposed legislation and other regulations which may affect legitimate business interests.

BOPP neither supports political parties nor contributes to the funds of groups whose activities are calculated to promote party interests.

9. The Environment

BOPP is committed to making continuous improvements in the management of the environmental impact and to the longer-term goal of developing a sustainable business. BOPP will work in partnership with others to promote environmental care, increase understanding of environmental issues and disseminate good practice.

10. Innovation/best management practice (BMP)

BOPP will respect the concerns of its consumers and of society. The company will work on the basis of best management practice, sound science, applying rigorous standards of product safety.

11. Competition

BOPP believes in vigorous yet fair competition and supports the development of appropriate competition laws. BOPP and its employees will conduct their operations in accordance with the principles of fair competition and all applicable regulations.

12. Business Integrity

The company does not give or receive, whether directly or indirectly, bribes or other improper advantages for business or financial gain. No employee may offer, give or receive any gift or payment, which is, or may be construed as being, a bribe. Any demand for, or offer of, a bribe must be rejected immediately and reported to management.

Accounting records and supporting documents must accurately describe and reflect the nature of the underlying transactions. No undisclosed or unrecorded account, fund or asset will be established or maintained.

13. Conflict of Interests

All BOPP directors and employees are expected to avoid personal activities and financial interests which could conflict with their responsibilities to the company.

BOPP directors and employees must not seek gain for themselves or others through misuse of their positions.

14. Compliance – Monitoring – Reporting

Compliance with these principles is an essential element in the company's business success.

Day-to-day responsibility is delegated to all management and supervisors at all levels. They are responsible for implementing these principles, if necessary through more detailed guidance tailored to local needs. Assurance of compliance is given and monitored each year. Any breaches of the Code must be reported in accordance with the procedure specified.

No director or employee will be criticized for any loss of business resulting from adherence to these principles and other mandatory policies and instructions.

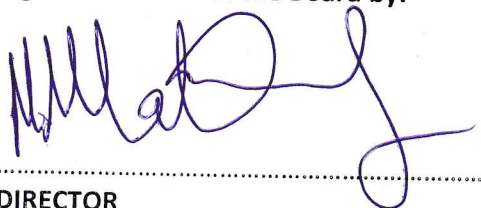
The management of BOPP expects employees to bring to their attention, or to that of senior management, any breach or suspected breach of these principles.

15. Renewal of policy

This policy is subject to renewal as and when the need arises

This policy was approved by the Board on 26th July 2022.

Signed on behalf of the Board by:



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DIRECTOR
NENEYO ASARE MATE-KOLE