

Standard of Operations

Introduction:

At GYR, we are committed to fostering a work environment that promotes professional excellence, ethical conduct, and the highest standards of integrity. This Internal Code of Conduct outlines the expectations and responsibilities of our employees and officers to ensure the well-being of our company and the trust of our stakeholders.

1. Professional Excellence and Standards:

1.1 Performance and Accountability:

Employees and officers are expected to perform their duties with diligence, competence, and a commitment to achieving the highest standards of quality and excellence in their respective roles.

1.2 Continuous Learning:

We encourage ongoing professional development and learning to stay abreast of industry trends, technologies, and best practices. Employees are expected to actively seek opportunities for skill enhancement and knowledge advancement.

1.3 Compliance with Policies and Regulations:

All employees and officers must adhere to company policies, procedures, and relevant laws and regulations governing our business operations. Ignorance of policies is not an excuse, and compliance is essential for maintaining professional standards.

2. Integrity:

2.1 Honesty and Transparency:

All employees and officers must conduct themselves with honesty and transparency in all professional dealings. Misrepresentation, dishonesty, and any form of deception are strictly prohibited.

2.2 Fair Dealing:

Fair competition, honest negotiations, and ethical business practices are integral to our success. Employees and officers must treat clients, suppliers, competitors, and colleagues with fairness and respect.

3. Confidentiality:

3.1 Protection of Company Information:



Employees and officers must safeguard confidential company information, trade secrets, and proprietary data. Unauthorized disclosure or use of such information is strictly prohibited and may result in disciplinary action.

4. Avoiding and Resolving Conflict of Interest:

Recusal and Mitigation:

In cases of conflicts of interest, employees and officers must recuse themselves from decision-making processes where their personal interests may interfere. The company may take steps to mitigate conflicts of interest, such as assigning alternative decision-makers or establishing clear protocols.

Conclusion:

By adhering to this Internal Code of Conduct, we reinforce our commitment to upholding the values of GYR. This code serves as a guide for ethical behavior, integrity, and professional excellence, fostering a workplace where employees and officers can thrive while contributing to the sustained success of the company.

