OCTOBER 2026 · APPROVED ISSUE

Company Ethics Statement

Standards of conduct, accountability and responsible business

Organisation	UnifAI Technology Limited · Company no. 12301340
Version	2026.2
Owner	Chief Executive Officer
Approved by	Dan Byles, Chief Executive Officer
Effective date	29 October 2026
Next review	29 October 2027, or sooner after a material change
Contact	info@unifaitechnology.com

1. Purpose and accountability

UnifAI Technology Limited develops AI and data software for real-world applications. We aim to create practical benefits for people, the environment and the infrastructure on which they rely. Ethical conduct is part of how we select work, treat people, handle information and substantiate claims.

This statement applies to directors, employees and people acting on our behalf. The Board is accountable for its approval and oversight. The Chief Executive Officer is responsible for implementation, with responsibilities allocated to the people managing technical work, customers and suppliers.

2. Honest business and evidence-based claims

We must communicate accurately about capability, results, pricing, delivery, regulatory status and certifications. Current services, project demonstrations and development plans must be distinguished. A result from one dataset, device, site or intended use must not be represented as universal performance.

We must not falsify data, evaluation outcomes, invoices, approvals or records. Conflicts of interest must be disclosed and managed. Bribery, facilitation payments, fraud, collusion and improper use of confidential information are prohibited. Gifts and hospitality must be reasonable, transparent and not compromise judgement.

3. Fair treatment and inclusion

We seek an inclusive working environment in which people are treated with dignity and assessed fairly on their abilities and contribution. Discrimination, harassment, bullying and retaliation are unacceptable. Recruitment, pay, development and working arrangements must comply with applicable employment and equality requirements.

We will consider reasonable adjustments and practical accessibility needs, including for remote work and participation in projects. Respect for individual differences does not require people to disclose sensitive information unnecessarily. Any public diversity, training or accreditation claim must be supported by current evidence.

4. Customers, communities and human rights

We will consider foreseeable benefits, harms and misuse when evaluating work. Projects that affect health, rights, safety, access to services or critical operations require risk assessment and oversight proportionate to their consequences. Commercial opportunity does not override legal duties or an unacceptable unresolved risk.

The intended purpose, responsibility for decisions and the route for concerns should be clear. Where evidence is insufficient for a proposed use, we must narrow the scope, obtain further evidence or decline that use. We will not knowingly support unlawful discrimination, exploitation or other unlawful uses of our technology.

5. Data, intellectual property and security

Use information only for authorised purposes and minimise what is collected or retained. Protect customer and personal information, respect licences and ownership, and use secure channels suitable for the sensitivity involved. Do not place confidential material into an external AI tool without approval of the purpose, terms and safeguards.

People remain responsible for work produced with software or AI assistance. Outputs must be checked to a level appropriate to the task. Suspected data loss, security incidents or unauthorised disclosure must be reported promptly through the relevant internal route.

6. Responsible AI and quality

Our Responsible AI and AI Ethics Policy sets expectations for intended use, data provenance, model evaluation, operational guardrails, explainability, auditability, human oversight and change control. We must keep evidence proportionate to the application and avoid claiming that a governance process or tool provides assurance it has not demonstrated.

Medical-device work must follow the quality and regulatory requirements applicable to the particular product and intended use. Quality-management or cyber-security certification must be described within its actual scope.

7. Suppliers and environmental responsibility

We expect suppliers to follow lawful and responsible labour, security, quality and environmental practices. Supplier assurance must be risk-based, recorded and proportionate to our leverage and the supply. Our Modern Slavery Statement and Supplier Code describe the relevant standards and escalation routes.

We will seek to reduce wasteful resource use and the emissions associated with our operations, computing and purchases. Progress against environmental commitments must be measured on a documented basis. We will not describe targets, forecasts or offsets as completed emissions reductions.

8. Speaking up and correcting problems

Concerns may be raised with a line manager, project lead, director or info@unifaitechnology.com marked for the Chief Executive Officer. A concern involving that person should be directed to another director. The general mailbox is not an independent or anonymous reporting channel; an alternative confidential conversation may be requested.

Reports will be handled fairly and with access restricted to those who need it, subject to legal obligations. No one should be penalised for raising a genuine concern or participating in an investigation. Lawful reporting to authorities and protected disclosures are not restricted.

Management will record material findings and corrective actions, assign responsibility and check completion. Serious or repeated failures will be escalated to the Board and may lead to disciplinary or contractual action consistent with the applicable process and law.

9. Review and implementation

This statement will be reviewed annually and after significant changes in the business or its obligations. Supporting procedures, staff guidance and supplier terms must reflect the commitments we adopt. We will report only activities and outcomes that can be evidenced.

Reference framework

UnifAI Supplier Code of Conduct - Related policy, version 2026.2

UnifAI Responsible AI and AI Ethics Policy - Related policy, version 2026.2

UnifAI Modern Slavery and Human Trafficking Statement - Related policy, version 2026.2