

NAMPOWER

CODE OF ETHICS

“INTEGRITY IS FUNDAMENTAL IN ALL WE DO”

In order to be and remain one of Namibia’s leading companies, NamPower and its employees are committed to the following ethical standards:

1. To uphold unimpeachable standards of integrity in delivering our mandate by setting the tone for ethical conduct at all levels, and to promote a culture where accountability, transparency and values-based decision-making are consistently demonstrated and upheld and to align with best practice and principles that will promote and protect NamPower’s ethical culture.
2. To actively support and embody NamPower’s mission, vision, and values, and contribute meaningfully to the achievement of organisational goals.
3. To consistently demonstrate and adhere to NamPower core values which form the foundation that guide our conduct, which are integrity, teamwork, customer focus, accountability, empowerment and Safety, Health, Environment and Wellness.
4. To comply with applicable legislation governing our mandate and operations and to the letter and spirit of the laws of the country.
5. To adhere to the parameters that guide our conduct in the NamPower Code of Conduct and Conflicts of Interest Policy and all other NamPower policies and procedures.
6. To ensure transparent and accurate financial reporting, and to follow recognised accounting standards and practices.
7. To serve our customers in a friendly, efficient and innovative manner, always prioritising their needs.
8. To adhere to the principles of transparency, accountability and confidentiality at all times.
9. To adhere to the highest standards of Health and Safety across all operations.
10. To actively and positively implement the Affirmative Action Policy until inclusivity, diversity and equal opportunities are fully realised.
11. To act honestly and respectfully and to safe-guard and properly use NamPower assets and resources as well as those of others entrusted to NamPower.
12. To avoid situations where personal interest is or appears to conflict with the interest of NamPower, its stakeholders and its employees.
13. To always act responsibly towards our environment and ensure compliance with all applicable environmental laws and standards.
14. To speak up and report any suspected unethical, illegal, or irregular conduct in good faith, in accordance with the NamPower Whistleblowing Policy, and to support a culture of ethical courage, transparency, and non-retaliation.