

CODE OF CONDUCT

1. Jubilee General Insurance upholds the highest standards of integrity, ensuring strict compliance with all legal and regulatory requirements. Employees, agents, and directors are required to adhere to these regulations, with violations subject to disciplinary action.
2. Ethical business practices are at the core of our operations. Employees must act with honesty, safeguard company assets, and avoid any misuse for personal gain. Actions such as theft, embezzlement, misconduct, or negligence that harm the company's interests are not tolerated.
3. Transparency and fairness define our business conduct. We compete on the strength of our products and services, prohibiting bribery, corruption, and any form of undue advantage. Employees must not accept gifts or benefits that could compromise their judgment, and any gift exceeding USD 100 must be reported to Compliance.
4. Jubilee is committed to an inclusive, diverse, and respectful workplace. We embrace individuals from all backgrounds, ensuring equal opportunities while maintaining a zero-tolerance policy towards harassment, discrimination, or intimidation.
5. Our employees are expected to be fully dedicated to their roles. External business engagements require prior approval to ensure they do not interfere with job responsibilities. Business decisions must always prioritize the company's best interests, free from personal conflicts.
6. We engage only with reputable business partners and maintain strict policies against money laundering. Confidentiality is paramount, and employees are required to always protect sensitive company and client information.
7. As a responsible corporate citizen, Jubilee remains politically neutral and does not make political contributions. Employees are expected to separate personal political activities from their professional roles, ensuring no conflict of interest.
8. We emphasize professionalism in all aspects of our operations. Employees are expected to maintain appropriate conduct, dress professionally, and uphold high standards of hygiene, health, and safety in the workplace. The use of illegal substances is strictly prohibited.
9. Open and effective communication is vital to our success. We maintain rigorous financial controls and reporting standards to ensure accuracy, transparency, and compliance with corporate governance principles.
10. Our commitment to corporate integrity extends beyond our internal operations. Employees must disclose any potential conflicts of interest and ensure that all business dealings are conducted fairly and transparently. Public statements or representations on behalf of the company require prior approval.
11. By upholding these principles, Jubilee General Insurance reinforces its commitment to ethical business practices, regulatory compliance, and a culture of integrity that benefits all stakeholders.