



CODE OF CONDUCT AND ETHICAL VALUES POLICY

The Board of directors of OOS Energy BV and its affiliates (the “Company”) has approved this Code of Conduct and Ethical Values Policy (the “Code”) for all Company’s employees, directors, officers and agents (“Employees”)

This Policy applies to all activities and services provided by OOS Energy and affiliated companies.

OOS Energy sets high code of conducts and ethical standards for everyone who acts on the Company’s behalf. Employees working for the Company carry with them ballast from different cultures, religions and traditions. To ensure a uniform standard of behavior, the Company has adopted a code of conducts and ethical values policy which must be observed by each Employee in every geographical area at all times.

In order to create and keep a pleasant workplace, each Employee shall comply with the following rules:

Behavior that we support		Behavior that we do not accept
Safeguarding of information and assets	Comply with laws and regulations.	Being disrespectful (yelling, bullying, scold) or similar behavior, to your colleagues or our clients
Respect for people and non-discrimination	Protect inside information & public disclosure	
Being reliable	Being a great team member	
Being completely honest	Avoid conflicts of interest	
Care for the environment	Helping others	
Respecting company policy and rules.	Respect others	
		Harassment or sexual conduct
		Discrimination in any form
		The use, under influence, in the possession or handling in Alcohol and/or Drugs whilst at work
		Steal from company’s goods or possession or accept gifts from clients, vendors

This Policy will be communicated to ALL Employees, contractors and suppliers, and be available for the public.

Endorsed by: *Cor Selen, CEO OOS Energy*