

Corporate Social Responsibility Policy

Value

“**People:** Are the foundation on which the business operates through their integrity, intelligence, empowerment and ongoing investment in their development.”.

Policy Statement

Tekmar Energy is committed to ensuring all aspects of our operations have a positive impact on the areas, communities, and individuals with which we have an interaction. We strive to be a good corporate citizen throughout all our activities and to this end we have developed a series of operating principles to outline our policy on our Corporate and Social Responsibility also in-line with our other HSQE policies.

Philosophy

Our Code of Best Practice sets out the minimum ethical standards which Tekmar expects from staff in their external and internal dealings with colleagues, customers, stakeholders and third parties.

- We are committed to conducting our business with openness, honesty, and integrity. We will ensure clear visibility through our tracking and monitoring system that ensures the traceability throughout the supply chain and where necessary, we will place procurement pressure on vendors to ensure that products are sourced in a socially responsible manner.
- Tekmar has a stringent Anti-Corruption / Bribery Policy and maintains that neither it nor any member of Tekmar has made, or will make, any offer of payment to any official or employee of any government, political party, official, or candidate for any purposes prohibited by the applicable laws. This includes money, gifts, promises to give or authorization to give anything of value or benefit, either directly or indirectly.
- We are committed to employment free of discrimination. All employment is undertaken in compliance with local labour laws. We are committed to creating and maintaining a safe working environment for all our employees and developing a culture of mutual trust and respect throughout the workforce. We respect individual rights, customs, tradition and right to association. We are determined to maintain strong links through communication with our employees and are committed to assisting employees to reach their potential.

Communication

The above is written and approved by the board of directors and the executive management teams. It is reviewed annual, published locally, and communicated to the entire workforce to ensure understanding and compliance. Anyone can contact the Managing Director and/or any member of the executive team if they feel this policy is being undermined.

A handwritten signature in black ink, appearing to read "Russell Edmondson".

Russell Edmondson
Managing Director

Date: November 2020