

## **Code of Conduct**

Our **Code of Conduct** defines the behaviours and standards expected from everyone associated with Pedar Energy Limited — including employees, directors, contractors, suppliers, and partners. It reflects **our values, ethics, and responsibility** to conduct business the right way.

### **Core Values**

1. **Integrity:** We do what is right, even when it is difficult.
2. **Respect:** We value diversity and treat all people with dignity.
3. **Excellence:** We deliver quality, safety, and reliability in everything we do.
4. **Accountability:** We take responsibility for our actions and decisions.
5. **Sustainability:** We prioritize long-term value creation, environmental stewardship, and community impact.

### **Expected Behaviours**

- **Compliance:** Follow all laws, industry standards, and company policies.
- **Conflict of Interest:** Avoid situations where personal interests conflict with company interests.
- **Fair Competition:** Compete honestly without collusion, unfair advantage, or unethical practices.
- **Confidentiality:** Protect company, client, and partner information.
- **Health, Safety & Environment (HSE):** Uphold the highest safety and environmental standards.
- **Non-Discrimination:** Ensure equal opportunities regardless of gender, ethnicity, religion, or background.

### **Commitment:**

This Code is not optional. Breaches may result in disciplinary action, termination of contracts, and legal consequences. Every Pedar Energy stakeholder is accountable for upholding our values.

For and on behalf of Pedar Energy Limited



**CEO**