



Access Petrotec & Mining Solutions

Code of Conduct

Access Petrotec and Mining Solutions Pty. Ltd. (AP) strive to achieve the highest standards of behaviour and accountability. This Code of Conduct constitutes the commitment of the company and its employees to aspire to the highest standards of ethical conduct. It is an integral part of employment contracts.

This Code sets out the behaviour expected of our people when dealing with each other as AP Staff, our Suppliers and Sub-contractors, Clients and the wider Community.

Any violation of this Code by anyone within our company will be subject to investigation and appropriate remedial measures applied.

We will promote compliance under this Code throughout our operations, by way of training, reporting or other appropriate measures. Directors and employees are required to comply with all laws, avoid all perceived conflicts of interest, not engage in unethical business practices and refrain from giving or receiving any improper payments, benefits or other gains and provide quality service and good stewardship of assets to all stakeholders.

AP's Code of Conduct is as follows:

- We seek to respect and gain the respect throughout the countries in which we operate. Good relations with host countries are prerequisites to our business. Wherever we operate we are committed to observing local laws, rules and respect the sovereignty of the state.
- Our performance as a corporate entity is dependent upon the individual performance of our employees. We therefore aim to achieve maximum employee satisfaction and ultimate standards of performance. We are committed to provide a safe and healthy working environment, offer rewarding working conditions. We realise each employee's individual potential through training and job promotion.
- We respect the cultural diversity of our employees and ensure equal opportunity without discrimination on the basis of age, culture, disability, gender, race, religion, etc.
- We are committed to providing a level of quality ensuring optimal performance of our client's assets and our own internal processes. Employees are expected to continually improve individual and team processes and systems to ensure these aims are met.
- At all stages of our operations and wherever we are present, we actively seek to promote the interests and wellbeing of our stakeholders. This is to ensure common assets are managed and used in an optimal manner.

Jyoti Mathur

Jyoti Mathur

Managing Director

Date: 25/5/2022