# 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 behaviour, 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:

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

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

Endorsed by:

*Cor Selen, CEO OOS Energy*