



Ertha Energy

Code of Ethics

Ertha Energy Sdn Bhd is committed to conducting its business in an ethical and responsible manner. This Code of Ethics sets forth the principles and standards of conduct that guide the behaviour of all employees in their dealings with clients and internal & external stakeholders.

VALUES

- **Integrity:** We are honest, truthful, and fair in all our dealings with others.
- **Respect:** We treat others with dignity and respect, regardless of their race, ethnicity, religion, gender, sexual orientation, or other personal characteristics.
- **Commitment:** We take ownership and accountability and provide certainty on schedule, cost, quality and safety.
- **Honesty:** We uphold the value of honesty, ensuring that every member of our team operates with truthfulness and openness in all professional endeavours.
- **Agility:** We are committed to providing our clients and stakeholders with fast and efficient service in a timely manner, foster a culture of innovation and continuous improvement, embrace changes and adapt to changing business scenario.

CODE OF CONDUCT

- **Conflicts of Interest:** All employees and officers must promptly disclose where they see conflict of interest and avoid situations where their personal interests conflict, or appear to conflict, with the interests of the organization and client.
- **Fairness and Consistency:** All individuals must be treated fairly and without discrimination based on factor like race, ethnicity, religion, gender, sexual orientation, or other personal characteristics.
- **Professionalism and Competence:** All employees must uphold the highest ethical standard in all professional interaction in all aspects of their work, including outfit, communication, and behaviour. Individuals will actively seek opportunities for professional growth and development to improve their expertise in their respective fields.
- **Compliance:** All employees must comply with all applicable laws, regulations and industry standards.
- **Confidentiality:** All employees are obliged to protect and maintain confidentiality of all business sensitive information including any data, documents, knowledge, client information, business strategy, trade secret that is not publicly available and is essential to the organization's operations.

REPORTING VIOLATIONS

Any employee who observes a violation of this Code of Ethics shall report it immediately to their supervisor or to the Human Resources department. All reports of violations will be investigated thoroughly and confidentially.

Ertha Energy Sdn Bhd believes that upholding the highest standards of ethical conduct is essential to its success. By adhering to this Code of Ethics, employees can help to create a workplace where everyone feels valued and respected, and where clients and candidates can have confidence that they are being treated fairly.

BK Dash

Managing Director

31st August 2022