

Code of Ethics



Ertha Energy

Code of Ethics

Ertha Energy 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 act with honesty, fairness and accountability in all decisions and actions.
- **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 communicate truthfully and transparently 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 and adapt to changing business environment.

CODE OF CONDUCT

- **Conflicts of Interest:** All employees and officers must promptly disclose any actual or potential conflict of interest and avoid situations where their personal interest's 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 such as 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 appearance, communication, and behaviour. Individuals will actively seek opportunities for professional growth and development.
- **Compliance:** All employees must comply with all applicable laws, regulations and industry standards in all jurisdictions where Ertha Energy operates.
- **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 secrets that is not publicly available and is essential to the organization's operations.

Ertha Energy believes that upholding the highest standards of ethical conduct is essential to its success. By adhering to this Code of Ethics, employees contribute to a workplace and reinforce the confidence of clients and stakeholders in fair and ethical practices. Employees are encouraged to report any concerns or violations of this Code to management.

BK Dash
Managing Director
05 January 2026