

BUSINESS ETHICS POLICY

The Company and its management, employees, agents, and associates have the responsibility of applying the highest standards of ethical business practice in all their relationships with customers, suppliers, shareholders, fellow employees, and the general public.

To achieve this, the Company will :-

- Conduct its business fairly and courteously and take account of local custom and practise where appropriate.
- Treat all personnel equally regardless of race, skin colour, religion or sexual preference.
- Conduct its business in accordance with its Health and Safety and Environmental Protection Policies.
- Ensure that its activities have a positive impact on consumers, employees, communities, stakeholders and all other members of the public.
- Regularly audit the conduct of business activities to ensure strict compliance with this policy.
- Conduct all its business activities in compliance with the United Kingdom Bribery Act 2011 in particular, the Corporate Code of Conduct, and the Company's Anti-bribery Policy Statement.
- Report any non-compliance or suspicious activity to the appropriate authorities immediately.

To assist in these objectives, Bedrock employees and sub-contractors shall:

- Comply strictly with this policy.
- Report any non-compliance or suspicious activity to their line manager immediately.



Jon Harris
Director
Bedrock Drilling Limited
1st September 2023