

Business Ethics Policy

Objective

Our objective is to uphold the highest standards of integrity, transparency, and ethical conduct in all business dealings. We aim to foster trust with customers, suppliers, regulators, and the wider community by ensuring that our operations are lawful, fair, and consistent with internationally accepted standards.

Scope

This policy applies to all directors, officers, employees, contractors, and representatives of **6020 Energy NZ Ltd (and all subsidiaries)**. It also applies when performing services or supplying parts and materials onboard ships, within ports and harbours, in drydocks, or other industrial sites.

Policy Statement

The Directors confirms its adherence to sound business practices and commits to the following principles of conduct and ethics. All employees, officers, and representatives must ensure that **6020 Energy NZ Ltd (and all subsidiaries)**:

- Provides services in compliance with its **Management System**.
- Does not accept business for which it lacks the necessary capability and resources.
- Allocates resources equitably and lawfully to meet customer requirements.
- Advises customers of any conflict of interest in accordance with contractual and legal obligations.
- Complies with obligations of confidentiality regarding customer business, data, and activities.
- Meets obligations in relation to safety, protection of the marine environment, and safeguarding of customer property.
- Advises customers of potentially dangerous or unacceptable situations whenever practicable.
- Observes standards of ethical conduct and complies fully with all applicable laws and regulations, including anti-bribery and anti-corruption legislation, in every jurisdiction where business is conducted.
- Avoids situations where personal interests conflict, or appear to conflict, with company interests.
- Promotes a healthy working environment, including safeguards against drug and alcohol abuse.
- Conforms with internationally accepted standards and customer requirements.
- Does not knowingly participate in or continue business that may be used in the furtherance of illegal activities.
- Adheres to sound business principles in the management of funds and cash.
- Abides by applicable privacy legislation and regulations.
- Does not commit to, or continue to serve, a customer who displays a lack of commitment to maritime legislation.

Specific Commitments

Gifts and Hospitality

- Employees must not offer, give, or accept gifts, hospitality, or other benefits that could improperly influence business decisions.
- Modest, customary, and lawful hospitality may be permitted if it does not create a conflict of interest or breach anti-bribery laws.

Fair Dealings

- All dealings with customers, suppliers, and competitors must be conducted honestly, fairly, and transparently.
- Misrepresentation, concealment, or abuse of privileged information is strictly prohibited.

Confidentiality

- Confidential information relating to customers, suppliers, employees, or company operations must be protected and only used for legitimate business purposes.
- Disclosure of confidential information is prohibited unless legally required or authorised by management.

Compliance with Regulation

- All employees must comply with applicable laws, regulations, codes of practice, and industry standards in every jurisdiction where the company operates.
- Non-compliance must be reported immediately and corrective action taken.

Conflict of Interest

- Employees must avoid situations where personal interests conflict, or appear to conflict, with company interests.
- Any potential conflict must be disclosed to management promptly, and decisions must be made in the best interests of the company and its stakeholders.

Clauses

- **Approval & Review:** This policy is approved by the Directors, reviewed annually, and updated following audits, incidents, or material changes in business operations.
- **Reporting:** Suspected breaches of this policy must be reported immediately to management. Reports will be investigated confidentially and without fear of reprisal.
- **Accountability:** Compliance with this policy is mandatory. Failure to adhere may result in disciplinary action, including termination of employment or contracts.