



Zero Pollution Network Limited Membership Code of Ethics

Definitions:

In the following Code of Ethics, for elimination of doubt, the use of the word Network in singular or plural are understood to refer where applicable to the Zero Pollution Network Limited. The term Member is used collectively to refer to Network Members, Associates, Media Partners, Followers, Consultants, Individuals working with or via the Network.

Code of Ethics:

- a) Members in joining the Network agree to work to their best endeavours either individually or with fellow Network Members to deliver solutions to combat global aquatic pollution and the impact of climate change for the greater good.
- b) Member are not compelled to pay a membership fee or joining fee, however, are expected to make a donation to the Network of between 2.5% and 5% of the contract value of business received as a consequence of working through the network. If the total contract revenue is < 50,000 GBP the membership fee is 5%. If the total revenue is \geq 50,000 GBP then the contract revenue network fee drops to 0.5% from 5% for each incremental 50,000 GBP until the total Network fee is reduced to 2.5% until the contract revenue exceeds 1,000,000 GBP at which point the incremental network fee drops to 2%. For elimination of doubt when more than one Member is involved the contribution shall be split proportionally between active Members. This contribution will be used at the Network's discretion to fund the work of the Network, supporting innovation, promotion, social media, deployments, trials, etc.
- c) Network members are expected to respect and adhere to valid NDA and confidentiality agreements entered into with other members and to not infringe on patented or copyrighted technology, processes or proprietary technology or processes and trade secrets.
- d) Network Members are expected to source materials and labour from reputable sources giving preference to suppliers that can demonstrate the highest levels of environmental stewardship.
- e) Members are expected to comply with Bribery Act 2010 or the equivalent Act in the county in which the Members are trading.
- f) Members are expected to operate ethically placing importance on the delivery of solutions that are fit for purpose, comply where applicable with relevant Safety Standards and directives, pollution reduction directives such as RoSH and WEEE, are good value and with maximum longevity.
- g) Members are expected to comply with the Modern Slavery Act 2015 or the equivalent Act in the county in which the Members are trading.
- h) Where applicable Network Members are expected to design and supply apparatus that operates efficiently, with minimum carbon footprint, and/or from renewable energy sources.
- i) When a member is accused by other Network members of not working ethically, the Board will initiate an investigation that includes statements by all parties involved and performed by non-conflicted members. The non-conflicted members will handle the matter in a confidential manner and make a recommendation of action, if any, to the Board. The Board in its sole discretion will render a decision. The decision may be appealed affected party within 10 days of the initial decision, provided that there is materially new information discovered concerning the issue. The Board, in its sole discretion will render a final and non-appealable decision within 10 days pf the appeal filing.