



# SUPPLIER CODE OF CONDUCT

---

## Corporate Policy Manual

Entity: EMES Ventures Inc.  
Applicable to Oil & Gas Operations  
Issued by: Board of Directors  
Effective Date: June 23<sup>rd</sup>, 2024  
Version: 2.1



## Legal Compliance

Comply with all applicable laws where business is conducted.

## Anti-Corruption

Prohibit bribery, corruption, and fraud; maintain accurate books and records; allow audits.

## Labor & Human Rights

No child/forced labor; no discrimination/harassment; respect freedom of association; fair wages and hours.

## Health, Safety & Environment

Maintain safe workplaces and environmental stewardship aligned with ISO 14001/45001 principles.

## Quality & Product Integrity

Meet specifications and quality standards; promptly report non-conformances.

## Gifts & Hospitality

Do not offer anything of value to improperly influence; comply with thresholds and approval rules.

## Conflicts of Interest

Disclose actual or potential conflicts involving EMES Ventures Inc. personnel.

## Trade Controls & Sanctions

Comply with export controls and sanctions; conduct due diligence on sub-suppliers.

## Subcontracting

Obtain prior approval for critical subcontracting; flow-down this code to sub-suppliers.

## Grievance Mechanism

Provide access to whistleblowing channels and protect whistleblowers.