



# CODE OF CONDUCT & ETHICS

---

## 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



## 1. Our Values

Integrity, compliance, respect, safety, sustainability, and accountability guide our decisions and conduct.

## 2. Compliance with Laws

Follow all applicable laws and regulations, including anti-corruption, trade controls/sanctions, antitrust, data protection, and labor laws.

## 3. Human Rights & Labor

Zero tolerance for child labor, forced labor, discrimination, or harassment. Provide fair wages and safe working conditions.

## 4. Conflicts of Interest

Avoid activities that create or appear to create conflicts. Disclose promptly using the Annex 2 form; recusal or mitigation plans may be required.

## 5. Anti-Corruption

Strict adherence to the Anti-Bribery, Corruption & Fraud Management System (ABMS), Annex 4, and Anti-Bribery & Corruption Policy.

## 6. Use of Company Assets & Information

Protect assets, confidential information, and intellectual property. No misuse for personal gain.

## 7. Data Privacy & Security

Handle personal and confidential data responsibly and in line with applicable data protection laws.

## 8. Health, Safety & Environment

Follow all HSE requirements and stop-work authority when risks are identified.

## 9. Social Media & Communications

Be truthful, respectful, and authorized when speaking on behalf of EMES Ventures Inc.

## 10. Reporting Concerns

Use the whistleblowing channels; retaliation is prohibited.