



Code of Conduct

Introduction

This policy sets out KrisEnergy's Code of Conduct.

We value the principles of accountability, honesty and integrity in all aspects of our business. Our policy is to conduct our business in a manner which ensures:

- Fair treatment of all employees and stakeholders;
- Commitment to full legal compliance in all that we do;
- Transparency of our business policies and practices;
- High standards in all matters relating to health, safety and the environment;
- Ethical business practices throughout our operations;
- Managing our business with complete integrity; and
- A safe, fulfilling and rewarding career for all our employees.

In addition, we will develop community programs which support our mission and values and further promote our recognition as an active contributor to local community development. We actively assess and manage the environmental impacts of all our operations. We will continually benchmark and evaluate what we do to improve our Corporate Social Responsibility (CSR) performance.

We recognise that the involvement of our employees, partners and stakeholders is key to the future success of the business and our policy is to keep employees fully informed on all matters that may affect them.

We are committed to best practice in employment matters, recognising the role this plays in attracting and retaining staff.

To succeed in delivering the best possible service, all employees, suppliers, visitors, contractors and other stakeholders working for or on behalf of KrisEnergy share the responsibility of paying due regard to the Company's policies, procedures and practices at all times.

Our Values

Our stated values are:

- Openness;
- Respect;
- Integrity; and
- Professionalism

We will endeavor to adhere to our values in all our activities, and we shall strive to be an exemplar of good practice. We shall encourage our stakeholders to adopt appropriate socially responsible policies and practices.

Diversity and Equality

KrisEnergy is committed to the promotion of Diversity and Equality and takes its responsibility to promote equality of opportunity and eliminate unlawful discrimination seriously.

Our goal is to create and maintain a healthy and positive working and learning environment, which creates mutual respect and dignity and enables everyone to realise their full potential.

We will not tolerate bullying, discrimination, harassment or victimisation by or towards any of our employees, contractors, suppliers, stakeholders and visitors. Any such cases are taken seriously and may result in disciplinary or other appropriate action, and, in serious cases, may lead to termination of contract.

Responsibilities whilst working at, with or on behalf of KrisEnergy

All employees, suppliers, visitors, contractors and other stakeholders working at or on behalf of KrisEnergy share the responsibility of paying due regard to KrisEnergy's equality and diversity values, procedures and practices at all times whilst carrying out their duties.

They are also expected to maintain the highest standards of conduct whilst working on our behalf or representing KrisEnergy. This includes involvement in professional and social activities undertaken during KrisEnergy business. They shall also respect internationally recognised human rights and not use forced or child labour. KrisEnergy's Supplier Code of Conduct further elaborates a supplier's responsibility while working on behalf of KrisEnergy.

Fair Employment Practices

In formulating employment policies KrisEnergy has been guided by the relevant legislation in establishing KrisEnergy's employees' contracts.

These policies are regularly reviewed and new policies are introduced following consultation with employees.

Environment

Introduction

KrisEnergy, as an international corporation within an extensive number and variety of activities, recognises and understands that our activities affect the environment and the communities in which we operate. We take our responsibility seriously to identify and manage these impacts as effectively as possible. We are committed to continually improving our environmental performance and moving towards best practices in corporate sustainability.

KrisEnergy has developed an internal environmental management system which is available to each of its regional offices / operations to implement. Continual monitoring will assist the Company to improve our environmental performance and to comply with environmental legislations.

Our environmental goals are:

- To comply with all environmental legislation requirements at all KrisEnergy offices / sites;
- To continually improve the environmental performance of the Company;
- To prevent, or where this is not possible minimise, pollution at the source wherever and whenever possible;
- To investigate methods to increase recycling and divert waste from landfill; and
- To increase environmental awareness amongst employees to assist with meeting the above aims.

Our Environmental policy is reviewed annually and we encourage environmental responsibility amongst our stakeholders, including clients, contractors, suppliers and staff.

Environmental Initiatives

Materials and Supplies

- We will ask key suppliers to provide copies of their environmental policies and procedures;
- Where possible, we will use recycled or environmentally friendly paper in our printers; and
- We will invite staff to reduce unnecessary paper usage – where appropriate including double-sided printing and photo-reduction.

Energy Usage

- We will minimise our use of electricity by ensuring appliances are turned off when not in use.

Workplace Health & Safety

KrisEnergy will take all possible steps to ensure that: NO ONE COMES TO HARM DOING THEIR JOB.

In line with this:

- The Company recognises that under Health and Safety legislations it has a legal duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all its employees and other persons who may be affected by its activities. KrisEnergy welcomes these duties and it will be its policy to promote standards of health, safety and welfare that comply fully with the applicable legislations;
- Environmental, Health and Safety is considered by the Company as high priority;
- KrisEnergy will provide and maintain a written Risk Assessment of the risks to the health and safety of its employees whilst they are at work and others who may be affected, as required by the Workplace Safety & Health Act Cap 354A and other applicable legislations. Our Risk Management Policy expands further on our commitment in identifying and managing our risks;
- KrisEnergy's Health & Safety Policy will be brought to the attention of all employees throughout the Company. It will be reviewed annually and revised as necessary in line with changes in legislation and our activities;
- This Policy is an integral element of our overall Strategic Business Plan and resourcing policies;
- The Company is committed to providing adequate resources to ensure its health and safety objectives and this Policy are met;
- The Company will appoint Competent Persons to provide the necessary legal, technical, practical health and safety assistance and information and to provide an independent monitoring service of the activities of the Company;
- KrisEnergy will encourage full and effective two-way consultation on health and safety matters by utilising the management structure of the Company and the Committees & Forums that exist;
- All KrisEnergy locations will provide an active Safety Committee;
- We will expect all employees to work safely, taking care of themselves and others, and to be actively involved in the management of health and safety;
- We will provide and maintain a safe and healthy working environment for employees with adequate facilities and arrangements for their welfare. To include safe systems of work to protect all employees and others including the public in so far as they encounter foreseeable work hazards;
- We will develop and nurture safety awareness and a safety culture amongst all employees and as a result of this, create individual responsibility for health and safety at all levels. The Company will provide all employees with the information, instruction, training and supervision that they require to work safely and efficiently;
- We will provide a safe environment for all visitors to the locations being used by the Company bearing in mind that these visitors may not necessarily be attuned to certain aspects of these environments;
- We will control effectively the activity of all outside contractors when acting on the Company's behalf;
- Local managers will provide evidence of the organisation and arrangements they have in place to achieve this policy. They will set annual objectives, in line with

corporate guidance, for achieving continual improvement and make reports on progress in safety performance available to all our stakeholders; and

- KrisEnergy is aware that successful health and safety management is based upon five key principles: a suitable and sufficient policy, organisation, planning, implementation and performance review. It is the Company's policy to adopt these principles.

Community Involvement

KrisEnergy recognises that a diverse workforce coming from all sections of the community, offering differing skills, experiences, backgrounds and cultures will result in an organisation that is better able to respond to the needs of our stakeholders and the communities in which we work.

KrisEnergy will actively participate in any initiatives that are beneficial to both our local communities and KrisEnergy's operational activities within those communities. KrisEnergy's CSR policy sets the standard in which the company operates its CSR programs. Our Public Grievance Policy also establishes a mechanism for us to manage grievances of our stakeholders.

Whistle Blowing

If an employee discovers a breach of company policy there is a facility for him/her to report that breach in confidence either via his line manager or via an anonymous email to the relevant manager.

The relevant manager has a duty to investigate fully the details behind such a report and as part of the investigation will not normally make reference to the anonymous report.

This procedure aims to promote fairness and consistency in dealing with concerns made in good faith. KrisEnergy does, however, have a duty to protect its employees and service users from frivolous or malicious complaints or those made in bad faith and appropriate disciplinary action may be taken when it can be demonstrated that a complaint is made on such a basis.

Use of Company Information Assets

Employees shall use the company's computer systems, internet and intranet, and email systems for business use. Any employee found to have disclosed confidential information, been abusive or malicious in using these facilities, or misusing the systems in any way may face disciplinary action.

KrisEnergy strictly prohibits the use of its intranet, internet or email systems for acquiring, producing or disseminating pornography or similar material, including the use of abusive language or offensive images.

Political Contributions

It is KrisEnergy's policy not to make contributions for political purposes. However, employees are not hindered from being politically active in their own time using their own resources. Our Policy to Prevent Improper Payment elaborates further on payments or contributions made whilst working with or on behalf of KrisEnergy.

Compliance, Monitoring and Reporting

Compliance with this policy will be continuously monitored and subject to review by the Corporate EHSS & CSR Manager.

Every Manager is responsible for ensuring that the principles set out in this policy are communicated to, understood and observed by all employees and for ensuring compliance in their area of responsibility.

Communicating the Policy

All employees are informed of the policy and are encouraged to contribute to the achievement of its objectives. The Policy is published internally on SharePoint as well as on the company website.

Summary

Through our day to day activities we continue to remain aware of the needs of our employees, stakeholders, communities and the environment.

We believe that to be successful, we must work to the highest standards of professionalism and adopt values and beliefs which allow us to reach high levels of performance whilst maintaining honesty, integrity and professionalism in all our business activities.

Our business is driven by shared beliefs and values which ensure the commitment of all those involved. Professionalism, high ethical standards, accountability to our stakeholders, respecting the law, being people driven, encouraging community involvement and striving for excellence in everything we do are the key principles on which our day-to-day business practice is based.



Kelvin Tang
CEO, KrisEnergy.

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