



SAJA ENERGY CO. SUPPLIER CODE OF CONDUCT

This Code of Conduct for Suppliers requires all suppliers, agents, intermediaries, consultants, and contractors ("Suppliers"), including all affiliates, officers, employees, subcontractors, agents and intermediaries of Suppliers (each a "Supplier Representative"), to observe the highest standard of ethics in activities regarding supply of goods and/or services to Saja Energy Co.

Suppliers will ensure that this Code is communicated to all their Supplier Representatives and will take reasonable steps to ensure compliance by Supplier Representatives, including by taking immediate action in cases of non-compliance.

Competition Law

Competition laws ensure that companies compete to acquire business by offering lower prices, innovative products, and better service and not by interfering with the market forces of supply and demand. Saja Energy Co. requires that all suppliers conduct their business in full compliance with all applicable laws intended to promote free and fair competition and do not enter into prohibited agreements or practices, formal or informal, such as price fixing, market sharing, bid rigging, collusion and "kick backs"

Confidential And Proprietary Information

Suppliers may not use for their own purposes or disclose to any third-party Saja Energy Co. intellectual property, trade secrets or other confidential, proprietary or sensitive information ("Saja Energy Co. Information") without the prior written consent of Saja Energy Co.. The Supplier shall disclose Saja Energy Co. Information to persons within the Supplier organization strictly on a "need to know" or "need to use" basis.

Ethical Dealings

Saja Energy Co. seeks to deal with Suppliers honestly and ethically and will give all potential suppliers fair consideration. Decisions will be based on objective criteria such as price, quality, service capability, reliability, and integrity. The giving or receiving any kickbacks, bribes or similar payments of any sort is prohibited. Saja Energy Co. employees may not receive any commissions, money, or item of value other than regular remuneration and incentives as provided in their terms of employment, either directly or indirectly, for negotiating, procuring, recommending or aiding in any transaction entered into on behalf of Saja Energy Co., nor are they entitled to any direct or indirect financial interest in such transactions. Suppliers are required to demonstrate the same high ethical standards and to conduct business with integrity and fairness.

Anti-Bribery

Saja Energy Co. Company policy and anti-bribery laws around the world prohibit Saja Energy Co. and its employees from giving or accepting money or other inappropriate enticements, directly or indirectly to coerce or persuade the awarding of a business opportunity to Saja Energy Co. or the Supplier, as the case may be.



Suppliers may not, in their business relationship with Saja Energy Co., act in any way, that violates Saja Energy Co. policy or anti-bribery laws around the world. Suppliers must also ensure that where Saja Energy Co. is involved in the supply chain that their suppliers do not engage in the giving or receiving of bribes, kickbacks, or other similar improper or unlawful payments.

Health and Safety

Suppliers who do business with Saja Energy Co. are required to provide a safe and healthy work environment for all employees working at their sites. In addition, any supplier, employee or representative providing on-site services in a Saja Energy Co. facility is required to adhere to Saja Energy Co. safety standards and site rules.

Sustainability

Saja Energy Co. is committed to the principle of sustainable development, by which is meant striking an optimal balance between economic, environmental, and social development and will strive to innovate and adopt best practice, working in consultation with its stakeholders. Saja Energy Co. recognises the need for sustainability to;

- minimise consumption of natural resources and waste generation.
- minimise the impact of operations on the environment; and
- maximise recycling where possible.

and requires Suppliers to share its commitment to sustainability.

Applicable Laws and Regulations

Saja Energy Co. Suppliers must comply with all applicable laws and regulations in the countries in which they operate.

International Trade Regulations

Saja Energy Co. suppliers must adhere to all applicable trade and import regulations that apply to their activities.

Labour Practices and Human Rights

Saja Energy Co. is committed to fair labour practices in the workplace and expects its suppliers to take appropriate steps to ensure that they and their suppliers subscribe to the same principles and practices, which include:

- A Prohibition of all forms of unfair discrimination.
- An intolerance of the inhumane treatment of employees and behaviour which is tantamount to any form of harassment in the workplace.
- A prohibition of the use of child labour.
- The recognition of the right of employees to freedom of association, organisation and collective bargaining.
- Respect for the privacy of all employees.



The provision of equal opportunities without discrimination on the basis of age, colour, creed, disability, ethnic origin, gender, marital or family status, religion or sexual orientation. In addition, all promotions and recognition will be based purely on merit.

Quality Requirements

Saja Energy Co. will only do business with suppliers that produce, package, store, and ship products in accordance with sound manufacturing practices. Suppliers are expected to provide goods and services that consistently meet required specifications or at least, industry standards.

Environmental Stewardship

Saja Energy Co. Suppliers shall comply strictly with the letter and spirit of applicable environmental laws and regulations. Suppliers must implement and maintain environmental policies to ensure that their actions are carried out in an environmentally responsible way and be transparent about and accountable for their environmental performance.

This procedure has been approved & authorised by:

Name: Paul Day

Position: CEO

Date: 5th December 2022

Signature:

A handwritten signature in black ink, appearing to read 'Paul Day', is written over a light blue horizontal line.