

GREEN RESOURCES AS  
BUSINESS ETHICS AND PRINCIPLES POLICY  
REVISED MAY 2022

### Preamble

Green Resources is committed to contributing to the sustainable development and good governance of the countries where we work. To do this we will ensure full compliance with relevant laws, observe high standards of corporate governance and be committed to transparency and fair dealing. This policy sets out the standards of conduct we strive to maintain at every level within Green Resources, our subsidiaries, joint ventures and associates, in terms of high standards of integrity wherever we work.

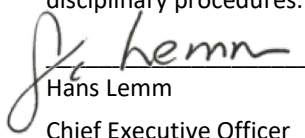
### Policy

To achieve this, Green Resources will implement applicable business ethic and principles procedures and guidelines according to relevant national and international laws. The company will subscribe to the requirements of international best practice standards in terms of anti-corruption and anti-bribery, business partners due diligence and will operate according to the following principles and will monitor its performance in respect of these:

- **Anti-Corruption and Bribery:** We are implacably opposed to corruption. We will neither give nor accept bribes nor permit others to do so in our name, either in our dealings with public officials or with suppliers and customers.
- **Tax and Royalties:** We commit to make disclosure of our tax and royalty payments for our countries of operation
- **Exercise of Improper Influence:** We will not, either directly or indirectly through intermediaries or other third parties, exercise improper influence in our business or governmental relationships, with the intention of obtaining a contract, permit or any other specific benefit or any improper advantage in the conduct of business.
- **Conflicts of Interest:** Employees will avoid actual or perceived conflicts of interest, involving themselves or close relatives and where such a conflict has the potential to arise must draw this to the attention of their line manager for this purpose
- **Political Donations:** We will prohibit the making of donations for political purposes in any circumstances either directly or through third parties
- **Interactions with Government officials and Lobbying:** We aim to promote honest and constructive engagement with our host governments at all levels in a transparent and ethical way.
- **Speak Up/ Whistle Blowing:** We commit to put in place a Speak Up / Whistle blowing facility which provides a confidential and secure means for our employees, contractors, suppliers, business partners and other external stakeholders to report and raise concerns about conduct which is contrary to our business ethics and principles

### Integrity Defines the Way we do Business

As a business we will subscribe to a set of business ethics and principles, standards and procedures to cover, facilitation payments, use of company assets, gifts, entertainment and hospitality, charitable donations, retention and payment of intermediaries and mergers, acquisitions, joint ventures and associates and due diligence for business partners among others. Violations of this policy will lead to disciplinary action in accordance with Group disciplinary procedures.

A handwritten signature in black ink, appearing to read "Hans Lemm", is written over a horizontal line. Below the line, the name "Hans Lemm" is printed in a standard font, followed by the title "Chief Executive Officer" on the next line.

Hans Lemm  
Chief Executive Officer

