

# Code of Conduct & Ethics Policy



Wellkin Energy is committed to conducting its business with the highest standards of ethics, integrity, and professionalism, especially in the complex and highly regulated oil and gas industry. This policy outlines the responsibilities and expectations of all employees regarding ethical behavior, regulatory compliance, workplace conduct, and environmental stewardship.

Adherence to this policy is essential for safeguarding Wellkin's reputation, maintaining regulatory compliance, ensuring operational safety, and promoting a culture of trust among employees, customers, partners, and communities where we operate.

We believe ethical behavior and responsible conduct are the responsibility of everyone.

The Policy consists of the following key actions detailed in the Code of Conduct and Ethics standard:

- Employees must adhere to all applicable laws, industry regulations, and international standards related to oil and gas operations, health, safety, and the environment (HSE).
- Uphold a strong safety culture and minimize environmental impact by complying with safety procedures, reporting hazards, and promoting responsible operations.
- Conduct business with honesty and integrity, especially in negotiations, procurement, and dealings with regulatory authorities.
- Engage respectfully with local communities, respecting cultural differences and supporting local development where we operate.
- Declare and avoid any personal, financial, or business interests that might conflict with Wellkin Energy's interests, particularly when working with suppliers, contractors, or partners.
- Safeguard company property, intellectual property, and sensitive information against loss, theft, or unauthorized disclosure.
- Maintain zero tolerance for bribery, kickbacks, or any form of corrupt practices during business dealings, including interactions with government officials and partners.
- Promote diversity, inclusion, and respect for all employees, and maintain a workplace free of discrimination, harassment, and retaliation.

Hrishikesh Bagade  
Chief Executive Officer  
Wellkin Energy