



Ethical code of conduct (comprising anti-corruption and bribery policy)

Biowater Technology AS have a firm belief in being open and transparent about our business corporation, sales, and purchasing practices. We strive to ensure that equal and decent values and rights are being obtained in every aspect of our business operations and our value chain (including suppliers, consumers, communities, other business relationships).

Too many people in the world, within different levels of society, social status and education are suffering due to corruption and bribery.

It is essential for us, as a Company to make a conscience effort, to ensure all values whether financial, environmental or ethical are maintained to avoid continuous poverty and human rights violations.

Our main objective is always to follow an ethical code of conduct to uphold highest standards of human rights, labour rights and decent working conditions. We maintain a zero tolerance towards corruption and bribery.

This will be ensured by the following process:

- Use of pre-approved Companies in project activities, including a receipt of a signed Code of Conduct.
- Risk management process and processes related audits and verifications.
- Ethical code of conduct (including anticorruption and bribery policy) is included in Biowater Technology standard terms.
- Biowater Technology anti-corruption and bribery policy is included in all purchase orders.
- Termination of any future contracts where unethical business practices are observed.
- In-house personal training in anti-corruption and bribery.
- Biowater or in-house personnel are to avoid any contribution from suppliers.

This policy is made available to all staff and is available on our company website.

Endorsed by

A handwritten signature in blue ink, consisting of stylized initials and a long horizontal stroke.

(Ilya Mario Savva – Chief Executive Officer)

Date: January 2023