



Statement of Ethical Governance For Parami Energy Group of Companies



PARAMI ENERGY GROUP OF COMPANIES has established a framework for ethical governance which is not only reflected in our operational policies but in our philosophy of corporate governance from the top down through all aspects of our transactions, both internally and externally. We are committed to conducting business with integrity, excellence and professionalism. We extend this conduct to our all aspects of our business: internal operations, community engagements, and charitable endeavors.

1. **Management Systems:** Parami's internal management is informed by ISO 9001 and supported by our policies on Human Rights, Equality and Diversity and Anti-Corruption.
 - (a) Our employees are guaranteed fundamental labor rights, and they have the right to petition for redress of grievances.
 - (b) Senior staff members and department heads of have had compliance and anti-corruption training through Weatherford International and as well as TRACE trainings.
 - (c) Every employee, at every level of the Company is barred from giving or receiving bribes, monetary benefits, goods, services and/or anything of value (such as bribes or kickbacks, financial advantages, or other kinds of benefits both tangible or intangible) and are bound to abide by our ethical Code of Conduct in all dealings both internally and externally. Please refer to our Internal Grievance Policy, Whistle Blowing Policy, Anti- Corruption policy, and Parami Personnel Policies and Procedures Handbook for more information.
 - (d) These principles and this policy apply to all employees, officers and directors of the Company and its related subsidiaries or group of companies.
 - (e) The Company also encourages these principles with its business partners and inserts appropriate measures into contracts with suppliers, business partners and distributors. Additionally, Parami notes adherence by key suppliers to environmental, health and safety standards, prohibitions against forced and child labor, and local and hourly wage standards.
2. **Political Contributions:** The Company is proud of its strong commitment to the rural communities in Myanmar. While charitable contributions are encouraged, all contributions, whether in Corporate Social Responsibility (CSR), and/or charity works must be made in accordance with high ethical standards and in compliance with all applicable laws. In the course of CSR work, government officials, business partners and vendors may be involved in the charity process. However, all employees must take note that the principle of not receiving Anything of Value still stands. Company Employees should not make political contributions, in cash or in kind, to political candidates, political officials or political parties for the purpose of obtaining any benefit or favor in return.