

## BUSINESS ETHICS POLICY

Wellquip Energy Services Limited is committed to operate professionally and ethically across all its business ventures.

All operations conducted by our company are assessed in terms of profitability, ethics, professionalism, legislation and the environment. Due to the nature of work undertaken by WELLQUIP, there is continual need for ethical and environmental awareness. As such WESL requires all projects, staff and equipment meet internationally accepted legislation and professional standards.

Our business at Wellquip Energy Services Ltd. is governed by core values which guide all our operations. These include **Integrity, Honesty, Quality and Respect for people and environment.**

This business Principle apply to all our transactions irrespective of the magnitude and drive the behaviour expected of our entire employees in company facilities. We are judged by how we act. Our reputation will be upheld if we act in accordance with the law and business principles. We encourage our business partners to live by these conducts or by equivalent principles. We encourage our employees to demonstrate leadership, accountability and teamwork, and through these behaviours contribute to overall success of WELLQUIP

It is the working guideline of Wellquip Energy:

- To regard the quality of products and services as the basic of all things in our company
- To conduct business in a manner that does not harm people or the environment and facilitates this commitment through HSE Management System
- To be honest in all our business transactions
- To complete our service promptly.
- To plan development of business in a socially sustainable manner
- To meet and exceed customers' expectations at all times
- To participate actively in the development of host communities
- To provide room for all employees to learn, grow and enjoy the value created by their effort.
- To create value by achieving returns that meets or exceeds stakeholders' expectations.
- To comply with all applicable laws and regulations of the countries in which we operate.

It is the responsibility of management to lead by example, to ensure that all employees are aware of these principles, and behave in accordance with the spirit as well as with the letter of this statement.



GIBSON Ebere. O  
**Managing Director**