



Vectur Energy Services

ENERGY IN TRANSITION

Corporate Social Responsibility



This document has been drawn up for Vectur Energy Ltd. (VE) employees, suppliers, subcontractors, partners and service providers and defines the commitments expected by Vectur Energy Ltd. in terms of ethics, fighting corruption, respect for human rights, compliance with labour standards, as well as health and safety, and environmental protection.

Trust and fair treatment of all personnel and our environment are paramount to how VE operate. We have the same high standards and expectations of all that work for and represent our company.

Anti Bribery

Vectur Energy Ltd. and its directors are committed to the prevention of bribery by those employed and associated with it. We are committed to carrying out business fairly, honestly and openly, in a culture in which bribery is unacceptable with zero-tolerance.

Offering bribes

VE expressly prohibits any person employed by or associated with it from offering, promising or giving any financial or other advantage to another person where it is intended that the advantage will bring about improper performance by another person of a relevant function or activity, or that the advantage will reward such improper performance.

Accepting bribes

The organisation expressly prohibits any person employed by or associated with it from requesting, agreeing to receive or receiving any financial or other advantage with the intention that a relevant function should be performed improperly as a result of the advantage or as a reward for performing the relevant function improperly.

The improper performance of a relevant function in anticipation of receiving financial or other advantage is also prohibited.

Modern slavery statement

We are dedicated to preventing slavery and human trafficking occurring in any of our corporate activities.

As a professional services organisation, our services are delivered to our member companies and clients. Our pledge is to ensure that those organisations that we actually contract with, to receive goods and services, are aware of our policies in order to comply with the Modern Slavery Act.

This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

As an equal opportunities employer, we ensure a non-discriminatory and respectful working environment for our staff.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We also ensure there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Our policies applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Equal Opportunities

VE is an equal opportunities employer and is committed to equality of opportunity, diversity and to providing a service and following practices which are free from unfair and unlawful discrimination.

H&S

Vectur Energy Ltd. demonstrates continual improvement of the Occupational Health & Safety (OH&S) according to legal and other requirements, by providing healthy working conditions and consultation and participation of workers and their representatives.

All employees of Vectur Energy Ltd. are acting to prevent injuries and health impairment through:

- Continual education in order to prevent injuries and impairment of health
- Continual education for safe work on all workplaces in Vectur Energy Ltd.
- Exploration of new materials and equipment in order to decrease work place risk level
- Proactive management of changes in OH&S Management
- Enabling feeling of safety of employees, subcontractors, and visitors, considering the nature of work and real hazards that exist at every work place

Environment

VE is always seeking to improve its environmental performance by complying with relevant guidance and regulation and by adopting modern methods of environmental management and sustainable development to improve environmental performance, wherever practicable.

Our aim is to:

- Reduce its impact on the environment.
- Ensure compliance with environmental legislation and regulations.
- Ensure the effectiveness of its environmental management system.
- Reduce its use of energy and resources.
- Minimise its waste.
- Reduce unforeseen environmental risks.

Bullying and Harassment

Our aim is to provide a working environment that respects the rights of each individual employee and where colleagues treat each other with the utmost respect. Any behaviour that undermines this aim is totally unacceptable. Vectur Energy therefore deplores all forms of harassment and bullying. It will not be tolerated under any circumstances.

While implementing and upholding the policy is the duty of all of our managers and supervisors, all employees have a responsibility to ensure that bullying and harassment have no place in the workplace.

Managing Grievances

Employees have a right to:

- raise any genuine grievance over any employment-related matter with management
- have grievances dealt with promptly and fairly
- explain their grievances at a properly convened grievance hearing
- be accompanied at a formal grievance hearing or appeal hearing by a fellow worker or trade union official of their choice
- have any complaint of bullying or harassment investigated and resolved promptly and fairly

Whistle blowing

Vectur Energy Ltd. encourages a free and open culture in dealings between its managers, employees and all people with whom it engages in business and legal relations. In particular, we recognise that effective and honest communication is essential if concerns about breaches or failures are to be effectively dealt with and our success ensured.

Our policy is designed to provide guidance to all those who work with or within the organisation who may, from time to time feel that they need to raise certain issues relating to the organisation with someone in confidence.

Workers, who in the public interest raise genuine concerns under this policy will not, under any circumstances be subjected to any form of detriment or disadvantage as a result of having raised their concerns.

This document is not exhaustive and may be subject to additions.

For further information on Vectur Energy Ltd.
code of conduct or questions regarding our
policies, please contact:
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