



**BB Energy
Foundation**

Code



of

Conduct



**BB Energy
Foundation**

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A Message from BB Energy Foundation

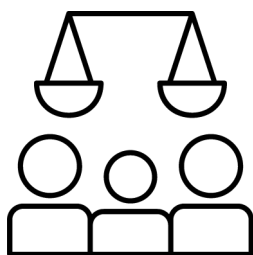
BB Energy Foundation is committed to adhering to the highest legal and ethical standards in its global activities. Our ability to operate as a global non-for profit foundation is dependent on our reputation.

BB Energy Foundation's Code of Conduct (the ***"Code"***) governs the commitment of BB Energy Foundation and its Founder, BB Energy Group Holding Ltd. and its subsidiaries wherever incorporated (***"BB Energy Group"***) to conduct its activities in the highest ethical and professional manner. The Code sets out the core values to which BB Energy Foundation expects its employees, directors, consultants, contractors, partners and temporary workers to adhere to and it communicates clearly the behaviour expected and provides a guide on what action to take when a potential violation of the standards is witnessed.



**BB Energy
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What are our Values?



Equality



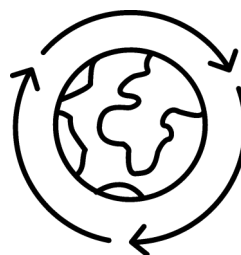
Respect



Inclusivity



Integrity



Sustainability

These values act as a guide to the everyday actions of all BB Energy Foundation's activities in order for each and every one of us to carry out our responsibilities in line with the operating principles of the Foundation in good faith and with integrity and respect for the law and ethical rules.



BB ENERGY FOUNDATION CODE OF CONDUCT

BB Energy Foundation's integrity is one of its most important assets and is instrumental to its success.

The Foundation was set up in 2021 by BB Energy Group as a not-for profit foundation with the purpose of distributing funds to organisations in countries affected by poverty where BB Energy Group is conducting business. The mission of BB Energy Foundation is to invest in women and children, their education, health and overall well-being including their personal and environmental development. While this Code will cover a wide spectrum of the Foundation's activities, practices and procedures, it does not cover every issue that may arise in the course of BB Energy Foundation's activities. Rather it sets out the basic principles intended to guide the Foundation's employees, directors, administrators, charitable partners, partners and any temporary workers. All are expected to comply with the principles of this Code and policies applicable to their function and status.

The Foundations directors and all those working for and with the Foundation regardless of their position are responsible for upholding and maintaining high ethical and professional standards. They must endeavor to avoid and prevent any improper behaviour. Any violation of this Code may result in disciplinary action to the maximum extent permitted by the applicable law.

Compliance with Laws and Regulations

BB Energy Foundation is an organisation that takes pride in being a good corporate citizen and will continuously strive to maintain the highest standards of ethical conduct and corporate responsibility. We recognise and are committed to adhering to applicable national and international laws and standards, including those set out by international organisations. ***It is critical that the Foundation complies with all applicable laws, rules and regulations.***

Sanctions

Our Foundation is committed to complying with all applicable sanctions laws, regulations, embargoes or restrictive measures (Sanctions) to which it's activities are subject. We are committed to maintaining effective measures to ensure both compliance and awareness of all applicable Sanctions related obligations.

Anti-Money Laundering and Terrorist Financing

Our Foundation has a zero tolerance approach to money laundering and terrorist financing. We are committed to ensuring that we have and continue to have adequate controls to counter Money Laundering and Terrorist Financing activities. To this end, we have in place risk sensitive policies and procedures to anticipate, screen for and prevent money laundering and terrorist financing. We are committed to training all staff on the legislation and what to watch out for.

Any suspicion of money laundering or terrorist financing activity must be reported to the BB Energy Foundation Administrators.



Anti-Bribery and Corruption

The BB Energy Foundation is committed to conducting its activities with integrity and in compliance with all applicable laws and regulations. We have a zero-tolerance approach to bribery and corruption, and we expect all employees, directors, administrators, charitable partners, partners and any temporary workers to uphold this commitment.

We prohibit the offering, giving, solicitation, or acceptance of any bribe or corrupt payment, whether in cash or any other form. This includes gifts, hospitality, and entertainment that could be perceived as an attempt to influence decisions or to gain an unfair advantage.

We conduct our charitable activities in a transparent manner and maintain accurate records of all transactions and expect the same of our charitable partners. We do not engage in any activity that may support or facilitate bribery and corruption.

We have implemented appropriate policies and procedures to prevent and detect bribery and corruption in our operations.

We also encourage all employees, directors, administrators, charitable partners, Partners and any temporary workers to report any concerns they may have about bribery and corruption.

This anti-bribery and corruption policy statement is a clear expression of the Foundation's commitment to ethical giving and can help to establish a culture of integrity and accountability within the organization.

Gifts and Entertainment

It is prohibited for employees, directors, administrators and any temporary workers or organisation working for or representing BB Energy to offer, promise or receive, or authorise others to offer, promise, give or receive anything of value, either directly or indirectly to any party in order to improperly obtain business or to otherwise gain an improper business advantage for the BB Energy Group.

In addition, there are strict laws (including criminal laws) that govern the provision of gifts and entertainment, including transportation and lodging, to public officials. Employees or individuals representing BB Energy Foundation are prohibited from providing gifts or anything of value to public officials or their employees or family members in connection with the Foundation's activities for the purpose of obtaining or retaining business or a business advantage for the BB Energy Group. Further details can be found in the BB Energy Foundation's Anti Bribery and Corruption Policy.

Behaviour in the Workplace

BB Energy Foundation does not tolerate harassment, bias or inappropriate conduct. Employees that witness such behaviour must raise this confidentially to the BB Energy Foundation Administrators.



Responsibility and Ethics

BB Energy Foundation recognises its responsibility to society, and engages in socially responsible practices. BB Energy Foundation has in place, policies and procedures to ensure compliance with all applicable environmental and safety regulations, and shall strive to minimize its environmental impact.

Human Rights

In BB Energy's Foundation's activities, we expect our service providers, partners and charitable partners to adhere to principles consistent with ours. Proactively promoting human rights is essential to our mission.

We recognise the inherent dignity and the equal and inalienable rights of all human beings as the foundation of freedom, justice and peace in the world. We stand for a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want. We uphold the equal rights of men and women and people of all gender identities and recognise their right to social progress and better standards of life.

We will not tolerate any form of ***discrimination, forced, trafficked and child labour and are committed to safe and healthy working conditions for all.*** We uphold the Universal Declaration of Human Rights.



Reporting Violations

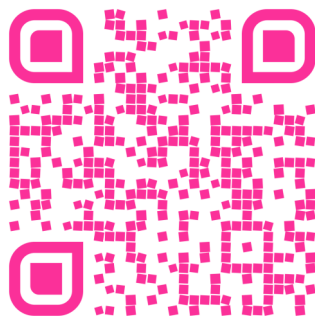
All employees who become aware of any violations of this Code or any of the BB Energy Foundation's Policies are required to report any illegal or unethical conduct that they become aware of. Employees should contact the BB Energy Foundation's Administrators or the Compliance Department in the first instance. BB Energy Foundation shall investigate all reported violations, and take appropriate corrective action where necessary. BB Energy Foundation will not retaliate or discriminate against any one who does so in good faith.

Further Guidance and Advice

Any employee that needs further guidance after reading through this Code can contact the BB Energy Foundation's Administrators.



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TRANSFORMING LIVES



www.bbenergyfoundation.com