

Introduction

The Oceanscan Group is dedicated to conducting its business with the highest standards of ethics, integrity, and professionalism. This Business Code of Conduct serves as a guide for all employees, contractors, agents, and representatives of Oceanscan Group, including its multiple group sites worldwide, on the expected standards of behaviour and ethical conduct.

1. Compliance with Laws and Regulations

1.1. Legal Compliance: All employees and representatives must comply with the laws, regulations, and standards relevant to their roles in each jurisdiction where we operate. Violation of any applicable laws or regulations is strictly prohibited.

1.2. Group-Specific Regulations: In addition to local laws, employees must adhere to any group-specific regulations and policies that apply to their respective locations and functions.

2. Ethical Conduct

2.1. Integrity and Honesty: Oceanscan Group expects its employees to demonstrate unwavering integrity and honesty in all business dealings. Deception, fraud, and misrepresentation are unacceptable.

2.2. Conflicts of Interest: Employees must avoid situations where personal interests conflict with the interests of Oceanscan Group. Disclosure of potential or actual conflicts of interest is required.

2.3. Confidentiality: Confidential information, including trade secrets, customer data, and proprietary information, must be protected and used only for legitimate business purposes.

3. Respect for People

3.1. Diversity and Inclusion: Oceanscan Group values diversity and inclusion, promoting a work environment free from discrimination, harassment, and bias. We respect the rights and dignity of all individuals.

3.2. Health and Safety: Ensuring the health and safety of our employees, visitors, and communities is paramount. Employees should promptly report safety concerns and adhere to safety protocols.

3.3. Privacy: Oceanscan Group is committed to safeguarding personal data. All employees must adhere to data protection laws and internal privacy policies when handling sensitive information.

4. Environmental Responsibility

Oceanscan Group is committed to environmental stewardship and sustainability. We seek to minimise our environmental impact, conserve resources, and comply with environmental regulations in all locations.

5. Business Practices

5.1. Fair Competition: Oceanscan Group competes fairly and ethically in the marketplace. We do not engage in anticompetitive practices, such as price-fixing, collusion, or unfair business tactics.

5.2. Supply Chain Responsibility: We hold our suppliers and business partners to the same high ethical standards we uphold. Responsible sourcing and respect for human rights are priorities in our supply chain.

6. Reporting Violations

Employees and representatives who suspect or observe violations of this Business Code of Conduct are encouraged to report them through established channels. Oceanscan Group will protect whistleblowers from retaliation and maintain confidentiality to the extent permitted by law.

7. Consequences of Non-Compliance

Violations of this Business Code of Conduct may result in disciplinary actions, including but not limited to warnings, suspension, termination, or legal actions where appropriate.

Conclusion

This Business Code of Conduct reflects Oceanscan Group's commitment to ethical business practices across its multiple group sites worldwide. By adhering to these principles, we contribute to the success, reputation, and sustainable growth of Oceanscan Group in a global context.

Each employee, contractor, agent, and representative has a vital role to play in upholding the integrity and ethical values that define Oceanscan Group. We must all strive to meet these high standards in our daily business activities.

Signed: *Derek Donaldson*
Derek Donaldson
Chief Executive Officer

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