

Code of Conduct Policy

Innovative Energy Solutions (IES) Code of Conduct provides a framework for our business, our individual behaviours, and our work with others.

The Management and Personnel at IES are committed to:

- Doing the right thing at the right time, which means following our company policies and procedures, speaking up, getting advice, and complying with the law.
- Continually improving the quality of our products and services through personal development and contributing to the development of others and our business.
- Promoting and upholding the privacy, confidentiality, dignity, rights, health and well-being of the people who provide and use our products and services.
- Upholding the values of honesty, integrity and quality in our relationships with clients, customers, suppliers, vendors, and our community.

Our Code of Conduct is based on these commitments, and they are fundamental to how we do business.

This Code of Conduct makes clear that all parties are expected to understand and appreciate the ethical considerations of their decisions and reaffirms our culture of corporate and individual accountability and responsibility.

There is no way to provide rules of conduct that will apply to every possible situation. For situations not specifically included in this Code, or in our Policies and Procedures, we expect that IES stakeholders will always act appropriately.

All IES Personnel are responsible for being familiar with and implementing the requirements that apply to their work. If there are any questions that Personnel have about these requirements they shall be raised with their Supervisor or Manager.

All business stakeholders shall be encouraged to raise concerns regarding any breach of this Policy with IES Management and they shall be able to do so without fear of reprisal or repercussion.

This Policy applies to all activities undertaken or controlled by Innovative Energy Solutions.



Dave Alexander
Managing Director

17th May 2024