

Ethics Charter

DORIS Engineering, its Affiliates and Subsidiaries (hereinafter “DORIS Group”) is committed to ensure that fundamental ethical requirements are continuously promoted and implemented in the group and form an integral part of DORIS Group's culture.

DORIS Group provides management, engineering, procurement and construction assistance services to energy companies. As an independent partner, DORIS Group is committed to provide sustainable services to its clients under rules of good conduct.

DORIS Group's ethical principles can be encompassed in five simple messages:

- To comply with **applicable laws** and **local regulations**,
- To establish a **core culture of integrity** and reject **any form of corruption**,
- To behave **fairly and honestly** and honor commitments,
- To respect others **without discrimination**,
- To contribute to a **positive working environment**,

as an employer,

as a business,

as a responsible corporate citizen.

DORIS Group's Chief Compliance Officer is appointed by the Chairman & Chief Executive Officer to develop, maintain, control and disseminate these ethical principles under DORIS Group's Code of Conduct.

DORIS Group's management is responsible for making the ethical rules known and observed at all levels of the organization, with the assistance of DORIS Group's Chief Compliance Officer.

All employees working at DORIS Group are required to comply with the values and standards which are set out in DORIS Group's Code of Conduct, and collaborate by setting an example both within and outside the group. They shall report any situation having an adverse effect on ethics.

The commitment to values of honesty and fair competition is a key contributor to the DORIS Group's culture and to its success.

Nicolas Parsloe
Chairman & Chief Executive Officer