



ENERGIBRIDGE

BUSINESS ETHICS POLICY

Introduction:

EnergiBridge Trading LLC (hereafter referred to as "the Company") is committed to conducting its business affairs with the highest standards of ethical conduct. This Business Ethics Policy outlines the principles and guidelines that all employees, officers, and representatives of the Company are expected to adhere to in their daily activities.

1. Compliance with Laws and Regulations:

The Company is dedicated to compliance with all applicable laws, rules, and regulations in the countries where it operates. Employees must stay informed about and comply with legal requirements related to the business.

2. Integrity and Honesty:

All employees are expected to act with integrity and honesty in all business dealings. This includes being truthful in communication, avoiding conflicts of interest, and upholding the highest standards of professionalism.

3. Fair Competition:

The Company is committed to fair and open competition. Employees must avoid engaging in any anti-competitive practices, such as price-fixing, bid-rigging, or any other activities that may restrict competition.

4. Conflicts of Interest:

Employees must disclose and manage any actual or potential conflicts of interest that may compromise their ability to act in the best interests of the Company. This includes relationships with suppliers, customers, or competitors.



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5. Protection of Company Assets:

All employees are responsible for safeguarding the Company's assets, including intellectual property, physical assets, and proprietary information. Unauthorized use, disclosure, or theft of company resources is strictly prohibited.

6. Respect for Human Rights:

The Company is committed to respecting human rights in all aspects of its business. This includes providing a safe and healthy working environment, promoting diversity and inclusion, and avoiding any form of discrimination or harassment.

7. Environmental Responsibility:

Tayar Alqyma is dedicated to environmental responsibility. Employees are encouraged to adopt sustainable practices and contribute to the Company's efforts to minimize its environmental impact.

8. Confidentiality:

Employees must maintain the confidentiality of sensitive information, including customer data, trade secrets, and any proprietary information. Unauthorized disclosure of such information is strictly prohibited.

9. Reporting Violations:

Employees are encouraged to report any unethical behavior, violations of this policy, or any other concerns through the established channels. The Company prohibits retaliation against individuals who report such concerns in good faith.

10. Continuous Improvement:

The Company is committed to continuous improvement in its ethical standards. We will regularly review and update this policy to ensure its effectiveness and relevance to our business practices.



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11. Acknowledgment:

By joining EnergiBridge Trading LLC, employees acknowledge their understanding of and commitment to this Business Ethics Policy. Failure to comply with these principles may result in disciplinary action, including termination of employment.

Date: 30th September 2023

Syed Zahid Hasan
Chief Operating Officer (COO)