



CODE OF CONDUCT

1. Welcome from the CEO

Professional, Proactive and People

Our code of conduct serves as a framework for how we conduct ourselves with integrity and interact with one another, as well as with external partners and customers. It outlines our values and ethical principles, and it sets a standard for how we will conduct business despite the multitude of different business cultures, local norms, laws and regulations we encounter across the globe. At Resman, we want a positive work environment that is respectful, inclusive, and free from harassment or discrimination of any kind. The Code of Conduct ensures that all employees feel safe and valued and that everyone is held accountable for their actions. There will be no repercussions for raising any concerns about a potential breach of law, regulation, or our Code of Conduct. This can be done either through your direct management or by using our **Speak-Up Policy**.

Resman requires all employees to comply with our Code of Conduct, without exception. We will always be a company that operates with integrity, honesty and transparency. The Code of Conduct sets the tone for our interactions with stakeholders and the wider community, demonstrating our continued commitment to doing business in a responsible and ethical manner.

We all have a responsibility to promote a positive work culture and ensure we always operate with integrity. I encourage everyone to be familiar with our Code of Conduct and continue to uphold our culture of honesty, inclusivity and compliance.



Bonnie En Powell, CEO



Index

1. WELCOME FROM THE CEO	2
2. OUR VALUES AND COMMITMENT	2
2.1 EMPLOYEES RESPONSIBILITY	2
2.2 MANAGER'S RESPONSIBILITY.....	2
3. OUR BEHAVIOURS, PEOPLE AND CULTURE	3
3.1 HEALTH, SAFETY, SECURITY, ENVIRONMENT AND SOCIAL PERFORMANCE	3
3.2 HUMAN RIGHTS	3
3.3 EQUALITY AND DIVERSITY	4
3.4 HARASSMENT	4
3.5 WHISTLEBLOWING.....	4
3.6 DRUG AND ALCOHOL	4
3.7 SUSTAINABILITY	5
3.8 PERSONAL IT SECURITY.....	5
3.9 COMPETITION.....	5
3.10 CONFIDENTIALITY	5
4. INTERACTING WITH OUR STAKEHOLDERS	6
4.1 EXTERNAL STAKEHOLDERS	6
4.2 INTERNAL STAKEHOLDERS.....	7
5. MANAGING RISK IN INFORMATION AND COMMUNICATION.....	8
5.1 INHERENT NATURE OF THE RESMAN TECHNOLOGY.....	8
5.2 DATA SECURITY	8
5.3 INTELLECTUAL PROPERTY	8
5.4 INFORMATION AND RECORDS MANAGEMENT	8
5.5 DISCLOSURE AND BUSINESS COMMUNICATIONS.....	9
6. MANAGING RISK IN THIRD PARTY AND INTERNATIONAL INTERACTIONS	9
6.1 ANTI-BRIBERY AND CORRUPTION.....	9
6.2 GIFTS AND HOSPITALITY.....	9
6.3 ANTITRUST AND POLITICAL ACTIVITY	10
6.4 TRADE COMPLIANCE	10



2. Our Values and commitment

Professional

Proactive

People

Our values are of significant importance for us as they are the core pillars upon which we build our business, customer promise and internal work standards. RESMAN will comply with applicable laws and regulations and act in an ethical, sustainable and socially responsible manner, with respect for human rights.

2.1 Employees responsibility

It is your responsibility as a RESMAN employee to familiarize yourself with the content of this Code of Conduct. Any violation to this code, or the relevant policies indicated, can result in disciplinary action according to our Procedure – Disciplinary process.

As an employee or other person acting on behalf of RESMAN; make sure your actions are comfortably within the law and our own ethical guidelines. The breach of internal, external or legal standards to advance business will not be beneficial to the company, but to the contrary, put the company and it's employees at risk.

If you are in doubt, talk with your colleagues or raise the issue with your leader.

2.2 Manager's responsibility

Promote our ethical standards and act as role models for their teams. Ensure new employees are familiarized with the Code of conduct and any relevant procedure/policy referenced. If you are made aware of a possible violation to the code you have a duty to report this.



3. Our behaviours, people and culture

RESMAN would like to be a great place to work. We will maintain an open dialogue on ethical issues, internally and externally. High ethical standard as the basis for a trust-based and binding relationship with the community, our owners, employees, customers and suppliers are important for us.

This section in the code of conduct sets out the standards and expectations we have and that you should expect from your colleagues.

3.1 Health, safety, security, environment and social performance

Everyone who acts on behalf of RESMAN must abide by applicable laws and regulations, and carry out their duties in accordance with the requirements and standards that apply in RESMAN. It is important to treat each individual with courtesy and respect. Individuals should be mindful of local customs or culture, as long as such practices do not breach our own code of conduct.

RESMAN's overall vision is zero harm to people or the environment.

Everyone is expected to report incidents and potential accidents as soon as they become aware of this. In addition we expect our employees to stop work if there are unsafe situations.

RESMAN employees will be supported by the company if they point out safety breaches or unethical behavior with a business partner. It is however important to report such breaches through the proper channels, either within the client's reporting system or report incidents within the RESMAN system.

The RESMAN QHSE Manual describes the framework for how we work in the company, detailing the processes, document hierarchy as well as the tools we have available to manage the daily activities. All employees need to review this when starting in the company.

3.2 Human rights

RESMAN supports and respect the protection of internationally proclaimed human rights, including the Universal Declaration of Human Rights, and is committed to ensure that all of RESMAN's activities worldwide are conducted in accordance with these human rights standards.

RESMAN is committed to:

- Treat our workers and those impacted by our operations fairly and without discrimination,
- Ensuring that we provide safe, healthy and secure working conditions
- Following up and taking a stand against all forms of human trafficking, forced labour and illicit forms of child labour in our value chain
- Working systematically to minimize any negative impact from our operations



Follow up

- We expect all our employees, consultants and business partners to adhere to this commitment and share our commitment to respect all internationally recognized human rights.
- We will evaluate potential human rights impact from our operations by performing due diligence and mitigating potential findings where necessary.
- We perform risk assessments/audits of suppliers and business partners in cases where there is a high risk of human rights infringement.
- We will continuously improve our human rights efforts and avoid any negative impact

3.3 Equality and diversity

We expect you to show respect for all individuals and make active efforts to ensure a good working environment. RESMAN does not accept any form of discrimination of its own employees or others involved in RESMAN's activities. Discrimination includes all unequal treatment, exclusion or preference on the basis of race, gender, age, disability, sexual orientation, religion, political views, national or ethnic origin or other similar circumstances that result in the setting aside or compromising of the principle of equality.

3.4 Harassment

We expect you to treat everyone you meet through work or work-related activities in a respectful manner. RESMAN has a zero tolerance to any form of harassment or actions that reasonably can be considered as offensive or intimidating, including any form of unwanted attention of a sexual nature.

3.5 Whistleblowing

RESMAN want to encourage and enable employees and others to raise serious concerns internally so that RESMAN can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of RESMAN's code of conduct or suspected violations of law or regulations that govern RESMAN's operations.

This is more detailed in RESMAN's Whistleblowing Policy.

3.6 Drug and alcohol

The work environment in RESMAN should be clean from drugs and alcohol.

Drugs and alcohol abuse in a work situation will not be tolerated, as it may affect professional standards, safety, the work environment, the health of each individual co-worker, and the integrity of the company.

More details can be found in our Policy – Drug and Alcohol.



3.7 Sustainability

We are committed to the protection of the environment with low carbon footprint and “Enhanced Oil Recovery” technology, which assist the operators to improve global environmental sustainability.

RESMAN supports the UN's Sustainable Development Goals (SDGs). They address social and economic development issues on a global scale, each with their own set of related targets. RESMAN has worked to identify the goals we have the biggest impact on and defined KPIs and targets to ensure we work towards them.

3.8 Personal IT security

You are responsible for your personal use of RESMAN’s IT systems and equipment;

- Your user identity is personal and passwords must be kept secret.
- Keep your laptop and cell phone secure to avoid theft.
- Do not make changes to the standard RESMAN security setup
- Do not conduct unlawful activities

Your obligations related to this is more detailed in our guideline – information and IT security

3.9 Competition

We will compete in a fair and ethically justifiable manner within the framework of the competition rules in the markets in which we operate. This applies in relation to competitors as well as to customers and suppliers. RESMAN meets all business associates with insight, respect and understanding, and strive to treat all cases impartially and justly. We also expect and require our competitors, as well as our customers and suppliers to comply with applicable laws, regulations and standards, and to respect our ethical values and requirements.

3.10 Confidentiality

The duty of confidentiality should prevent unauthorized persons from gaining access to information that may harm RESMAN’s business or reputation. We should therefore consider carefully with whom, where and how we talk about RESMAN related matters, in order to ensure that unauthorized persons do not gain access to internal RESMAN information.

Information classified as “protected” or “confidential” must not be disclosed to unauthorized personnel in RESMAN. This also applies to sensitive information concerning security, individuals, commercial, technical or contractual matters and to information protected by applicable law. The duty of confidentiality continues to after termination of the employment relationship or after an assignment has been completed to the extent permitted by law and/or agreed in separate contracts



4. Interacting with our stakeholders

4.1 External Stakeholders

4.1.1 Customers

The primary purpose of providing goods and services is to fill needs. Understanding the needs of an organization's core customer base, and optimizing operations to best fill those needs, is therefore a significant part of managing a business. Interacting with customers through social media, emails, storefronts, user testing groups, and the delivery of services and goods is an important aspect of maintaining a strong community (and a strong sense of what customers want from the organization).

Our priority when dealing with our customers is to provide value added quality services that meet our customers expectations. We want to ensure we provide value to our customers through professional technical solutions and reliable service and deliveries.

4.1.2 Business Partners

Business partners are an essential part of our business. Being a representative for the company it is important that we are aware of the potential risk related to this. Before entering into an agreement it is necessary to perform an integrity due diligence of the proposed business partner.

We expect our business partners to comply with applicable laws, respect internationally recognised human rights and adhere to ethical standards which are consistent with our ethical requirements when working for or together with us.

4.1.3 Suppliers/Contractors

The service and offering of our suppliers/contractors is closely linked to our ability to offer our services. It is therefore important to maintain good relationship and close follow up of our key suppliers/contractors.

4.1.4 Trade Unions

We collaborate with local trade unions, where relevant, and work to ensure our employees get a fair wages, benefits and conditions.



4.1.5 Governments

We fully comply with the legislation of the countries where we operate. Working with government bodies, we build partnerships to contribute to regional economic and social development.

4.2 Internal Stakeholders

4.2.1 Employees

Employees are primary internal stakeholders. Employees have significant financial and time investments in the organization, and play a defining role in the strategy, tactics, and operations the organization carries out. Well run organizations take into account employee opinions, concerns, and values in shaping the strategy, vision, and mission of the firm.

We endeavour to provide fair remuneration, fulfil our social commitments and help develop the professional skills of our staff. We also aim to provide a safe working environment in line with the most advanced international standards.

4.2.2 Shareholders/owners

Owners (who in publicly traded organizations can include shareholders) are the individuals who hold significant shares of the firm. Owners are liable for the impacts the organization has, and have a significant role in strategy. Owners often make substantial decisions regarding both internal and external stakeholders.

We engage with shareholders by ensuring sustainable growth of the company and increasing of the shareholder value. We respect shareholders' rights and the need to provide full access to necessary data.

4.2.3 Managers

Managers play a substantial role in determining the strategy of the organization, and a significant voice in operational decisions. Managers are also accountable for the decisions made, and act as a point of contact between shareholders, the board of directors, and the organization itself.



5. Managing risk in information and communication

5.1 Inherent nature of the RESMAN technology

It is often difficult to establish clear operational boundaries for the performance of the RESMAN technology, given the inherent nature of how the results can be interpreted. The lack of tracer signals in a sample does not necessarily spell a failure, but can to the contrary give useful insights into conditions under ground. Furthermore, conditions in a well can vary over time, and can influence our performance related to data generation. As such, we have to accept risk related to data generation and signal detection, and it is not un-ethical to live with such a risk.

The key ethical consideration is that we install, operate, analyse and interpret data within the established internal procedures and standards as well as adhering to all relevant external design codes and procedures.

5.2 Data Security

RESMAN is committed to protecting your personal data and we take precautions to protect this information from loss, misuse, and unauthorized access, disclosure, alteration, and destruction. We have taken appropriate technical and organizational measures to protect the information systems on which your personal information is stored and we require our suppliers and service providers to protect your personal information by contractual means. This is described more in detail in our Privacy Notice.

5.3 Intellectual Property

RESMAN's property and assets must be treated in a proper manner and be used for the purpose which they are intended to serve. Property and assets must be protected against loss, damage and abuse. All intellectual property developed and/or produces while in the employment of and/or contractual relation with RESMAN belongs to RESMAN, and should be treated accordingly. All employees and contractors are obliged to notify RESMAN of all inventions and/or discoveries, and the company automatically acquires full and unconditional rights including intellectual property rights to such inventions and/or discoveries to the extent permitted by law and/or agreed in separate contracts.

5.4 Information and records management

In all our business transactions we are dependent upon the use and exchange of information to make decisions and to conduct day-to-day activities. It is important that this information is created, used and protected in a responsible manner, especially when it comes to data such as personal details, commercially sensitive information and intellectual property – both our own and that of others.

We also have a duty to ensure we retain proper Records of our business activities to preserve corporate memory and meet legal and regulatory requirements. This is more detailed internal Procedure – Control of records and Guideline – Information and IT security.



5.5 Disclosure and business communications

We believe that open, honest and accurate communication is essential to our integrity and business success. Only authorised persons may talk to the media or make statements on RESMAN's behalf on social media.

Private use of social media must not breach confidentiality obligations and should not compromise RESMAN's reputation or business interests.

6. Managing risk in third party and international interactions

BREACHES RELATED TO CORRUPT PRACTICES OR PRICE COOPERATION WILL RISK THE FUTURE SURVIVAL OF THE ENTIRE RESMAN GROUP OF COMPANIES.

It is important to behave impartially in all business dealings and not give other companies, organizations or individuals' improper advantages. The individuals must not become involved in relationships that could come into conflict with RESMAN's interests or that could in any way have negative effect on their own freedom of action or judgment. While in the employment of, and/or contractual relation with RESMAN, the obligation not to participate in any business activities or organizations, either directly or indirectly, which is in competition with RESMAN's business, shall apply.

No one acting on behalf of RESMAN may seek to influence our competitors in a way which may be in a violation of competition and anti-trust law or be involved in any discussion or interaction with competitors which might be in violation of anti-competitive prohibitions. Any RESMAN personnel who is approached with such offers, shall immediately dismiss such offer, and make a written account of the approach and report this to the CEO.

6.1 Anti-bribery and corruption

Corruption undermines fair competition and legitimate business activities. RESMAN disassociates from all forms of corruption and will make active efforts to ensure that it does not occur in the business activities. RESMAN does not under any circumstances accept or offer bribes or any illegal or inappropriate gifts that may affect its integrity to achieve business advantages. Further guidelines are set out in RESMAN's Anti-Bribery and Corruption(ABC) Policy.

6.2 Gifts and Hospitality

RESMAN Representatives may only give or receive gifts and hospitality where these have a legitimate business purpose, and where the context is appropriate. In no circumstances may gifts or hospitality be provided in exchange for conferring a benefit on the giver, or if receipt of the gift or hospitality could reasonably be viewed as undermining the recipient's objectivity or impartiality. This would inter alia be the case if gifts or hospitality are offered in connection with a contract bidding, evaluation or award. This is further detailed in RESMAN's ABC Policy.



6.3 Antitrust and Political Activity

RESMAN does not under any circumstances engage in or agree to anti-competitive behavior, such as price fixing or any other form of market sharing agreements with competitors.

RESMAN does not support individual political parties or individual politicians. RESMAN will not make financial contributions to any political candidates or political parties. To the extent necessary RESMAN may participate in public debate when and if it is in its interest. The individual is free to participate in democratic political activities, but this must be without reference to or in connection with their relationship to RESMAN.

6.4 Trade Compliance

Trade sanctions and export controls imposed by various jurisdictions restrict the Company's ability to deal with controlled items, targeted persons and governments. Proposed operations or transactions involving high-risk countries or involving controlled goods or technology will be analysed closely to ensure they will not result in a sanctions or export control violation. This includes performing due diligence of counterparties, including gathering identifying information and screening. Technical analyses of products and technology are necessary to understand whether export control restrictions apply or the products are subject to other trade restrictions under sanctions laws. RESMAN will comply with all export/import restrictions and sanctions laws which are applicable to our business activities. This is further detailed in our Trade Compliance Manual RESMAN.

