



SEN CONSULTING JSC's CODE OF CONDUCT

This code of conduct applies to all SEN's employees, advisors and consultants as well as SEN Board members.

Legal compliance

We do not sacrifice compliance with regulations, honesty and integrity for profits.

Working environment

We shall maintain an environment free from any discrimination, in any form such as religion, gender, sexual orientation, age, nationality or ethnic origin. We shall keep the working environment free from bullying or harassment. As a consultant in Health, Safety and Environment, we promote good HSE practice in everything we do.

Conflict of interest

We shall not allow personal interests affect our work. We respect openness and loyalty to our company and respect that to our business partners and clients.

Corruption and bribery

SEN disapproves all forms of corruption such as bribes, facilitation payments and trading in influence and will work actively towards its prevention during the execution of our business. Facilitation payments may in rare and extremely critical situations is accepted. In such instances, approval should be sought, if possible in advance, and payments shall be properly recorded and reported to the Director.

Confidentiality and intellectual property

We shall treat our company's information as well as our clients' and our business partners' information that is not public knowledge with confidentiality. We shall take reasonable steps to prevent its access by unauthorized parties, and refrain from taking advantage of proprietary or privileged information without the owners' permission.



HO QUANG TAO
Chairman