

Together in Powering the Future

CD122 ETHICS POLICY

V2

The world of energy is changing and we are too. We're harnessing our 20+ years of experience in traditional energy markets and pushing forward our boundaries to enter a new era supporting the full energy mix and technology sectors. Visuna are here to power forward together into a brighter, cleaner and more reliable future.

At Visuna, we are on a journey with you in the energy transition. We are here to offer support in moving into sustainable markets at such an exciting time for energy and IT sectors.

Transformation is happening rapidly, and at Visuna we pride ourselves on our dedication to supporting companies in their energy innovation goals. As a leading recruitment company, we provide [global workforce solutions](#) in energy & tech. We serve as a transparent & reliable strategic partner to connect our world-class talent to you.

Our Mission & Values

Visuna's mission is to deliver maximum value to our clients and enabling opportunity insight. By providing an honest, flexible and proactive service, we find the right solutions for both our candidates and clients.

It has been consistently important to us to provide the best service to our clients and key strategic partners over the years. At Visuna we believe we owe confidence and loyalty to those that we work with. We provide a friendly and sincere service to those we meet along the way.

It is important to us to provide a down to earth, no nonsense, and sincere foundation for interactions with the energy & tech communities. Visuna stand as a passionate and proactive organisation on the world stage. We stand together moving into powering the energy transition to a greener world overall via renewable energy sources.



Growth

We thrive on evolving and pushing our boundaries



Reliability

We honour our commitment to finding the right solution



Agility

We are proactive and flexible in challenging circumstances



People

We believe that together we can make a difference by showing care and being respectful



Honesty

We are straightforward and build our reputation on trust

Purpose

Visuna is committed to fully complying with all governmental laws, rules and regulations which are applicable to our business. Even where such laws are lenient, we aim to follow the highest moral and ethical integrity and practices. Such professional and ethical practices have always been key considerations within our business practices and this policy encompasses our commitment to maintaining a status of being a 'good citizen' within the Oil, Gas and renewables market by means of sound ethical conduct.

Visuna believes that honesty and ethical practices are common across cultures despite differences in traditions and customs. The policy serves to ensure that all personnel are aware of the individual and collective responsibilities with regards to the company's ethics and to emphasise our employees and clients' expectations to being treated fairly and in accordance with good business practises. In doing so we can strengthen our reputation for string moral and ethical practices which are associated with Visunas brand and which set the company apart from its competitors.

Visuna is committed to protecting our employees, business partners and suppliers from illegal or damaging actions by individuals, wither knowingly, or unknowingly.

All personnel are responsible from reading this document and for ensuring that they comply with the policy requirements. We will not tolerate any wrongdoing or impropriety at any time and will take the appropriate measures and act quickly where the 'ethical code' is broken.

Scope

This policy encompasses Visuna Code of Conduct and applies to all Directors, Management, Employees, Contractors and Candidates of Visuna and will not tolerate any individual or party who achieve results ate the expense of this policy.

Visuna Management commitment to Ethics

- To uphold the company's ethics and integrity and to recognise this as one of the company's core values and strong reputational assets, and to protect this by not engaging with any company or entity (including any potential client) that does not match the company's ethical standards.
- To ensure that all transactions will be accurately reflected in its books and records and to budget honestly for all tenders, proposals and projects.
- To both set and lead by example in any business practice, honesty and integrity are of the highest importance.

- To maintain a culture of transparency and honesty which leads to an environment which allows employees to feel comfortable discussing any issues that concern them, and in doing so alert management of such concerns.
- To compete in the Oil and Gas Industry fairly which extends to anti-trust and anti-boycott (including the avoidance of unsanctioned boycotts) practice. This may also mean refusal to do business on ethical grounds.
- To not engage in any business practise or process or with any other business, including potential customers, that does not match the company's ethical standards.

Employee and Contractors commitment to Ethics

- To disclose any conflicts of interest regarding their position with the company.
- To engage in carrying out the company's objectives in a professional manner and in line with the core values of the company.
- To conduct themselves at all times professionally, fairly and impartially and to act transparently in maintaining and promoting our clients' best interests.
- To treat all persons with respect and consideration, irrespective of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin.
- To disclose any material information known to them that may result in a breach of this and/or other relevant policies, whether perceived or actual and be prepared to accept the consequences for responsibilities.
- To conduct themselves to the highest morale and ethical standards and to recognise that one breach of this policy will jeopardise the company's ethical reputation.

Governance and Review

Should an employee be in any doubt about a relevant course of action, require clarification or want to report a potential breach of Visuna Ethics Policy, they should report directly to their Manager or Director or Quality Manager. The matter will be dealt with as quickly and as efficiently as possible.

This policy will be held by the Quality Manager on behalf of the Visuna board and will be reviewed annually to ensure that this remains relevant.

K Walker

Operations Director

April 2025



Change Table

Version	Date	Description	Approved by
2	14 Apr 2025	<ul style="list-style-type: none"> • New Visuna format applied • All references to OC removed and replaced with Visuna • Annual review placed • Name change from H Smith to K Walker 	K Walker