

As part of our Core Values, Gael Energy Ltd focus on the constant need for us all to demonstrate care, honesty, and fairness with everyone we deal with - colleagues, customers, suppliers, persons under the control of the Group, stakeholders, regulators, and the community. By being explicit we intend our business dealings to be characterised in all matters by honesty, freedom from deception and fraud, our Core Values demonstrate we find unethical behaviour unacceptable.

Practices which Gael Energy Ltd considers unethical or dishonest include the following:

- Fraud, Bribery or Corruption
- Deception
- Clandestine brokering or sharing of tender information
- Collusion for the purpose of corrupting a competitive tender
- Payments, gifts or entertainment to Gael Energy Ltd employees, agents, or representatives to influence decision making
- Harassment in the workplace
- Racial comments, remarks, or harassment

By always delivering to the highest standard, and by going beyond stakeholder expectations, Gael Energy Ltd aim is to deliver innovation, safety, quality and service and we want to be explicit about the message to ensure we deliver. Should Gael Energy Ltd become aware of, or feel that it is being coerced into, becoming involved in any dishonest or unethical practices we will inform our customer or potential customer immediately.

Hamish Campbell  
**Managing Director**  
**Gael Energy Ltd**