

# Business Ethics Policy

## Introduction

At SolarGy Pte. Ltd., we are committed to conducting our business with the highest standards of ethics, integrity and social responsibility. Our reputation as a trusted provider of solar energy solutions depends on the actions and decisions of every member of our team. This Business Ethic Policy outlines the principles and guidelines that govern our conduct as employees and representatives of SolarGy Pte. Ltd.

## Compliance with Laws and Regulations

We are committed to complying with all applicable laws, regulations, and industry standards in every aspect of our operations. This includes, but is not limited to, environmental regulations, labour laws, anti-corruption laws, and competition laws.

## Integrity and Honesty

We conduct all business activities with honesty, integrity and transparency. We do not engage in deceptive or fraudulent practices, including but not limited to bribery, corruption, insider trading, or misleading advertising.

## Conflicts of Interest

We avoid conflicts of interest between personal interests and the interests of SolarGy. If a potential conflict of interest arises, we disclose it promptly and take appropriate steps to resolve it in a manner that upholds the best interests of the company.

## Protection of Company Assets

We are responsible for protecting the assets and resources of SolarGy, including intellectual property, proprietary information, and physical assets. We use company assets for legitimate business purposes only and take measures to prevent theft, loss, or misuse.

## Respect for Stakeholders

We treat all stakeholders, including customers, employees, suppliers, shareholders, and the communities in which we operate with respect, fairness, and dignity. We strive to build mutually beneficial relationships based on trust, communication, and collaboration.

## Environmental Responsibility

As a provider of solar energy solutions, we are committed to minimizing our environmental impact and promoting sustainability in all aspects of our operations. We adhere to environmentally responsible practices, including energy efficiency, waste reduction and responsible sourcing of materials.

## Health and Safety

We prioritize the health and safety of our employees, customers, and the communities in which we operate. We maintain a safe and healthy work environment, comply with all relevant health and safety regulations, and provide training and resources to promote workplace safety.

## Diversity and Inclusion

We value diversity and inclusion as essential elements of our company culture. We foster an inclusive work environment where all employees are treated with respect and have equal opportunities for advancement, regardless of race, ethnicity, gender, sexual orientation, religion, or any other characteristic protected by law.

## Reporting Violations

We encourage all employees to report any suspected violations of this policy or any other unethical or illegal conduct. Reports can be made anonymously and will be investigated promptly and impartially. Retaliation against employees who report violations in good faith is strictly prohibited.

## Compliance and Accountability

All employees are expected to familiarize themselves with this Business Ethics Policy and adhere to its principles and guidelines in their daily activities. Violations of this policy may result in disciplinary action, up to and including termination of employment.

## Conclusion

By adhering to the principles outlined in this Business Ethics Policy, we demonstrate our commitment to conducting business with integrity, transparency, and respect for all stakeholders. Together, we contribute to the success and sustainability of SolarGy Pte. Ltd. and uphold our reputation as a trusted leader in the solar energy industry.



Albert Lim  
Managing director  
SolarGy Pte. Ltd.