



Global Supplier Code of Conduct

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1. Introduction

At Drillexa Petroleum Solutions, our business model is based upon a foundation of integrity, ethical conduct, and mutual respect.

We believe in telling the truth, following the law, treating each other properly, and delivering on our promises.

This Global Supplier Code of Conduct defines our standards, explains our expectations, and provides guidance to our suppliers for meeting these shared standards.

This Code applies to all Drillexa suppliers of products or services, including contractors, consultants, suppliers, subcontractors, representatives, or other third parties.

Suppliers must ensure their employees and third parties they work with comply with these standards.

Drillexa Petroleum Solutions reserves the right to end business relationships with suppliers who fail to adhere to this Code and, where appropriate, report violations to authorities.

2. Safety

Workplace Health and Safety

- Take responsibility for the health and safety of employees.
- Provide a safe and healthy workplace compliant with applicable laws.
- Control hazards and take preventive measures against accidents and occupational diseases.
- Provide regular safety training and refuse to tolerate workplace violence, bullying, or intimidation.

Environmental Protection

- Comply with laws and standards for environmental protection.
- Minimize environmental pollution and continuously improve environmental performance.
- Maintain an effective environmental management system that includes controls, reporting, and training.

Product Quality and Safety

- Ensure all products and services meet regulatory quality and safety standards.

3. Service Excellence

Supply Chain

- Promote compliance with this Code among suppliers.
- Conduct due diligence before engaging third parties.
- Avoid subcontracting without written approval from Drillexa.
- Ensure fair and non-discriminatory supplier selection and treatment.
- Comply with all contractual and legal obligations.

4. People

Anti-Slavery and Human Rights

- Promote equal opportunities and treatment for all employees.
- Respect personal dignity, privacy, and human rights.
- Prohibit forced labor, child labor, and human trafficking.
- Ensure fair remuneration and working hours compliant with law.
- Recognize the right of free association and collective bargaining.
- Comply with local and international human rights laws, including the UK Modern Slavery Act.

5. Financial Responsibility

Bribery and Corruption

- Comply with anti-bribery laws such as the FCPA and UK Bribery Act.
- Do not offer or accept improper payments or gifts intended to influence decisions.
- Refuse to tolerate any form of corruption or extortion.

Conflicts of Interest

- Avoid personal or business conflicts of interest and disclose potential conflicts promptly.

Confidentiality

- Protect Drillexa's confidential information and intellectual property.
- Manage data responsibly and comply with privacy laws.

6. Integrity

Legal Compliance

- Comply with all applicable trade, competition, sanctions, and anti-money laundering laws.
- Avoid transactions involving prohibited parties or materials (e.g., conflict minerals).
- Provide accurate invoices and maintain transparent business records.



Ethics and Reporting

- Conduct all business ethically and transparently.
- Encourage employees to report non-compliance without fear of retaliation.
- Maintain a culture of integrity and accountability.

7. Receipt & Acknowledgement

Drillexa Petroleum Solutions reserves the right to amend this Code and audit suppliers to ensure compliance.

By signing below, the supplier acknowledges understanding and commitment to this Code.

Company: _____

Name: _____

Position: _____

Date: _____

8. Appendix 1: Ethics Helpline

For questions or to report concerns regarding this Global Supplier Code of Conduct, suppliers may contact:

Business Ethics Department

Drillexa Petroleum Solutions

Email: info@drillexa.com

Website: www.drillexa.com