



## ETHICS POLICY AND CODE OF CONDUCT

**Alpha Power Engineering** recognize the importance of credibility, integrity and trustworthiness to our success as a business. We are committed to upholding high ethical standards in all our operations, everywhere in the world. We believe in the principles of honesty, fairness, promise-keeping, responsibility, integrity, respect and trust as well as sound business judgement and value them as our core ethical principles. We will constantly improve the quality of our services, operations, and products we provide in such a way that reputation of individual and company is created based on ethical principles.

**Below ethical principles** are applied at any level of business operations performed by any member of organization regardless of status and designation with full consent.

- 1.1. Honesty:** We will never deliberately mislead in purpose of wining in business. We respect duty of disclosure in sharing information in such a way that appropriate openness and freedom are applied securing both benefit of all concerned parties.
- 1.2. Fairness:** We vow to create and follow a process and achieve outcomes that a reasonable person would define as non-arbitrary.
- 1.3. Promise-keeping:** We will go to our great lengths to keep our commitments. We will never make promises that we can hardly keep in all our business relationship with all stakeholders.
- 1.4. Respect for others:** Our honourable value is building business relationship with respect, true capacity and accountability that we contribute for others looking forward to sustaining long lasting business relationship. Any misconduct based on dis-honesty and dis-respect will never be brought in to our business society.
- 1.5. Gift and entertainment:** The Company requires its employees to ensure that gifts and hospitality offered by suppliers and potential suppliers of goods and services to the Company are declined in light of protecting individual image as well as that of company.
- 1.6. Conflict of interest:** We are careful not to compromise our interest with company's interest and abstain any misconduct that lead to a situation which may include that situation. We will deal with our contractors, suppliers and customers fairly and equally based on the interest of organization.
- 1.7. Relations with authority:** The proper procedure will be followed at all times whenever we communicate with concerned authority and no attempt will be made to bypass them by any means, including giving favours.

**THET SAN**

A handwritten signature in blue ink, appearing to read "Thet San", is written over a blue horizontal line.

**MANAGING DIRECTOR**