

OUR CODE OF CONDUCT

At CarbonZero, we are committed to conducting our business with the highest ethical standards, integrity, and professionalism. Our Code of Conduct outlines the principles and guidelines that govern the behavior of all employees, contractors, and representatives of the company. This Code applies to all interactions with clients, colleagues, suppliers, partners, and the broader community.

Business Description

CarbonZero is a startup company incorporated in 2020. The company offers a range of decarbonization business solutions that deliver maximum value, layers of security, governance and transparency for clients.

1. Core Values

Our company's actions are guided by the following core values:

- Integrity: We act with honesty and transparency in all business dealings.
- Professionalism: We maintain the highest standards of service and strive for excellence in everything we do.
- Respect: We treat everyone with respect, fairness, and dignity, valuing diversity and inclusion.
- Responsibility: We are accountable for our actions and uphold our commitments to clients, colleagues, and the environment.

2. Compliance with Laws and Regulations

All employees must comply with the applicable laws, regulations, and company policies in every jurisdiction where we operate. This includes, but is not limited to, regulations on:

- Anti-corruption and bribery (e.g., Foreign Corrupt Practices Act)
- Competition and antitrust laws
- Data protection and privacy (e.g., GDPR)
- Employment and labor laws
- Environmental sustainability

Violations of these laws will not be tolerated and may result in disciplinary action, including termination of employment.

3. Conflicts of Interest

Employees must avoid any situation that creates a conflict between personal interests and the company's interests. Employees must:

- Disclose any potential conflicts of interest to their supervisor or the compliance department.
- Refrain from engaging in outside activities that compete with or negatively impact the company's business.
- Not use company resources, confidential information, or intellectual property for personal gain.

4. Confidentiality and Data Protection

We are entrusted with sensitive information by our clients and partners. Employees must:

- Protect client confidentiality and handle all information with care and discretion.
- Only use confidential information for legitimate business purposes.
- Comply with all company policies related to data protection and cybersecurity to prevent unauthorized access or disclosure.

5. Fair and Honest Client Relations

We strive to build lasting relationships with our clients based on trust, integrity, and transparency. Employees must:

- Always provide accurate, truthful, and unbiased advice to clients.
- Avoid making exaggerated or false claims about the company's capabilities or services.
- Respect the intellectual property and confidential information of clients.



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6. Anti-Bribery and Corruption

We strictly prohibit all forms of bribery and corruption. Employees must:

- Never offer, accept, or solicit any form of bribe, kickback, or improper payment in connection with the company's business.
- Comply with all anti-bribery and anti-corruption laws, both domestic and international.

7. Diversity, Inclusion, and Respect in the Workplace

We are committed to fostering a workplace where all employees feel valued and respected. Employees must:

- Treat colleagues, clients, and partners with dignity and fairness, regardless of their race, gender, age, religion, disability, or any other protected characteristic.
- Promote a positive work environment free from harassment, bullying, and discrimination.
- Support diversity and inclusion efforts within the company and in client engagements.

8. Environmental Responsibility

We recognize the importance of environmental sustainability in our operations. Employees are expected to:

- Minimize the environmental impact of their activities, including reducing waste, conserving energy, and using sustainable practices.
- Support the company's initiatives to promote sustainability, both in our offices and in client projects.

9. Reporting Misconduct

Employees are encouraged to report any suspected unethical behavior, violations of this Code, or breaches of company policy through the appropriate channels. The company will ensure that:

- Reports of misconduct will be handled confidentially and investigated promptly.
- Employees who report concerns in good faith are protected from retaliation.

10. Disciplinary Actions

Violations of this Code of Conduct may result in disciplinary action, up to and including termination of employment. The company reserves the right to take legal action where necessary to address breaches of law or company policy.

11. Acknowledgment

All employees must acknowledge that they have read, understood, and agree to comply with this Code of Conduct. Regular training on the Code and related ethical practices will be provided.

