

1. Company Code of Conduct

The company and its employees must comply with all applicable laws and regulations. The company will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates and bribery. The company does not permit any activity that fails to stand the closest possible public scrutiny.

2. General Employee Code of Conduct

Employees are expected to conduct themselves in a professional and respectful manner at all times both on and off duty. Drinking, drug use, gambling, fighting, swearing and related unprofessional activities are strictly prohibited whilst deployed. Additionally, employees must not engage in sexual harassment, or conduct themselves in a way that could be interpreted as such, for example, by using inappropriate language, keeping or posting inappropriate materials in their work areas and off duty areas.

3. Conflicts of Interest

The company expects that employees will perform their duties conscientiously, honestly and in accordance with the best interests of the company. Employees must not use their positions or the knowledge gained as a result of their positions for private or personal advantage. Regardless of the circumstances, if employees' sense that a course of action they have perused, or are presently perusing, or are considering perusing may involve them in a conflict of interest with their employer, they should immediately communicate all the facts to their immediate supervisor.

4. Outside Activities & Dealing With Outside People and Organizations

All employees share a serious responsibility for the company's good public relations. This applies to conduct when deployed, and when off duty staying at logistical bases. Furthermore, any activity on social media sites should never involve the mention of clients, suppliers or the mention / image of weapons.

5. Kickbacks and Secret Commissions

Regarding the company's business activities, employees may not receive payment or compensation of any kind, except as authorized under the company's business and payroll policies. In particular, the company strictly prohibits the acceptance of kickbacks and secret commissions from suppliers or others. Any breach of this rule will result in immediate termination and prosecution to the fullest extent of the law. Employees must not use organization identification, stationery, supplies, and equipment for personal or political matters, unless given permission. When communicating publicly on matters that involve the company, employees must not presume to speak for the company on any topic, unless it has been authorized by the company that such views be publicly disseminated. When dealing with anyone outside the company, including public officials, employees must take care not to compromise the integrity or damage the reputation of either the company, or any outside individual, business, or government body.

6. Organization Records and Communications

Accurate and reliable records of many kinds are necessary to meet the company's legal and accreditation obligations and to manage the affairs of the company. Therefore, employees must not make or engage in any false records or certifications of any kind, including but not limited to: false expenses, false reporting, false document and false certifications.

7. Prompt Communications

In all matters relevant to customers, suppliers, government authorities, the public and others in the company, all employees must make every effort to achieve complete, accurate, and timely communications - responding promptly and courteously to all proper requests for information and general queries.

'Providing the framework for securing our oceans'

Steven Roberts
Managing Director