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The Incredible Husk International Group

Ethical Code of Conduct

Principles

Ethical Code of Conduct Principles

This Ethics (“Code of Conduct”) establishes the guidelines for the operation of the Incredible Husk International Group (IHIG) and to aid compliance with its policies and procedures and all applicable laws and regulations. We will operate our business following our Code of Conduct Principles.

The Code of Conduct Principles applies to directors, employees and all interested parties. Anyone who is found to conflict with these code of conduct principles will be investigated and if found to have breached the IHIG code of conduct principles, IHIG may disassociate themselves from those who have breached the principles of this code of conduct.

Statement of Intent

The Incredible Husk International Group are committed to protecting our planet and its flora and fauna, reduce CO2 levels, remove plastic by developing recycle innovation and the prevention of deforestation.

This commitment will be achieved by becoming world leaders in the innovation of bio-degradable husk material and products. Putting in place the resources required to mitigate and control all critical and significant risks that could have a potential impact negatively on our planet

Code of Conduct Principles

The following principles support IHIG business strategies and our commitment to respect and consider the rights of every living thing on our planet. Any entity or an individual acting on behalf of, or working with IHIG will be guided by these principles as we work with all interested parties with whom we do business:

ACCOUNTABILITY: We are each accountable, as an individual and as a team member, for the sustainability of IHIG’s success. Personal accountability for the delivery of the quality of work to our clients and interested parties which we do business with; will drive IHIG’s success now and in the future.

COLLABORATION: We are a global organization. We believe in the principles of partnership and mutual support across the world to protect our planet and reputation and good name of IHIG.

COMMITMENT: We will conduct ourselves will reflect our principles laid out above, to our performance excellence, to our clients and interested parties. IHIG leaders will lead by example, so that all IHIG employees understand that IHIG’s principles and commitment to excellence and be world leaders are supported by management.

EFFICIENCY: By balancing the value of efficiency with our other values, we maintain and improve our position as the bio-degradable husk material experts of choice, worldwide.



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IHIG-0020

EMPOWERMENT: We will support our employees and interested parties to realize their full potential with IHIG.

INTEGRITY: We will apply our values and ethical principles to our actions and our relationships. By focussing on IHIG's reputation and future success, we will uphold our duty to serve the best interests of IHIG our clients and interested parties.

RESPECT: By placing the highest value on our planet and human life we will emphasize the environment, health, safety, security, and people's freedom from discrimination or harassment of any type whatsoever. We will support diversity and respect the customs and laws of the many countries we operate in.

CUSTOMER SERVICE: Customer service includes a commitment to excellence combined with entrepreneurial, innovative, and customer-oriented behaviour.

TRANSPARENCY: We understand that effective governance of IHIG requires timely and accurate communication of information, especially timely and accurate communication to IHIG's upper management. IHIG employees and interested parties will support transparency by providing all appropriate information required at the time it is required. We will promptly address concerns that are brought to our attention with appropriate regard for the rights of individuals. Further, we will not allow retaliation against IHIG employees and interested parties who bring legitimate concerns to the attention of upper management.

CIA: To ensure the confidentiality, integrity and availability of information and data be that in a hard or electronic format containing business, employees and interested parties asset profiles will be protected at all times in line with the information and data security policy

1. EXPECTED BUSINESS CONDUCT AND ETHICS

1.1 Overview

We are committed to maintaining leading ethical and legal standards in our business conduct, and we must conduct the business of IHIG with uncompromising truth, honesty, respect, and integrity. IHIG's reputation for adherence to laws, regulations, and its written Code of Conduct is more important than the personal advancement of any one individual. We will be honest and ethical in dealing with each other, with our customers and all our interested parties. We will understand and abide by all legal requirements governing IHIG's business and operations. Complying with the law, however, is just part of what we must do. We should continually try to avoid even the appearance of impropriety in matters involving the protection of mother earth, legal obligations, our Principles, this Code of Conduct, or IHIG's policies and procedures.

The standards contained in this Code of Conduct are not intended to address every specific situation. If you encounter situations or areas not specifically addressed by this Code of Conduct, you nonetheless are expected to perform your activities on behalf of IHIG following our Code of Conduct principles.

INCREDIBLE HUSK INTERNATIONAL GROUP (*hereinafter 'IHIG'*) Registered Office: 3mc Middlemarch Business Park, Siskin Drive, Coventry, West Midlands, England, CV3 4FJ Company no 12406518

1.2 Global Considerations

IHIG does business globally, and that means that our projects, employees and interested parties are all subject to the laws and regulations of different countries. By way of example, operations outside of the UK are still subject to certain UK laws. This Code of Conduct establishes principles for business conduct for all IHIG's operations, regardless of location. Where differences exist as the result of local customs, norms, laws, or regulations, you must understand your legal obligations and conduct business under the highest standard of conduct. If you have questions, seek guidance from the IHIG legal compliance board representative.

1.3 Diversity

We believe our most important strength is our employees and interested parties, due to our principles of Respect and Collaboration, IHIG is committed to diversity and equal opportunity at all levels of our business. We seek to provide an environment where everyone can reach their full potential and contribute to the IHIG's success in helping to save and protect our planet. Our objective is for the diversity of our employees and interested parties to reflect the diversity of the communities in which we do business, and for IHIG to respect the customs and cultures of those communities.

1.4 No Retaliation

IHIG will not tolerate retaliation in any manner against anyone for raising issues and concerns honestly. Additionally, it is unacceptable for anyone to make an allegation of misconduct knowing that it is a falsehood and fake news. IHIG will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee or interested party.

2. STRUCTURE OF COMPLIANCE PROGRAM

2.1 Administration

IHIG Principles and this Code of Conduct will be administered by the IHIG Group Compliance Officer. Each employee is personally responsible for their conduct and for reporting concerns. If you are a supervisor or manager, you are responsible and accountable for the conduct of the employees who report to you. While every employee of IHIG is responsible, the Board of Directors authorizes the Group Compliance Officer and any Local Compliance Officer to administer, interpret, and enforce this Code of Conduct, subject to consultation and being advised by the Group General Counsel.

2.2 Local Compliance Officer

Each Local Compliance Officer is responsible for promoting awareness of and compliance with the Code of Conduct within a specific geographic region. Each Local Compliance Officer will also support Group Compliance initiatives, including all Code of Conduct and other business conduct and ethics training. Each Local Compliance Officer may propose policies related to the Code of Conduct that may be important to compliance with the Code of Conduct within its region. Once a region-specific policy is approved, the Local Compliance Officer is responsible for communicating and promoting the policy within its region.

2.3 Group Compliance Officer

The Group Compliance Officer will provide oversight for the IHIG Compliance Program and monitor compliance with IHIG's policies and procedures, this Code of Conduct, and applicable laws and regulations. The Group Compliance Officer will report to the IHIG board of directors. The Group Compliance Officer will: perform internal audits and investigations as needed; plan and coordinate employee training regarding business conduct and ethics issues; provide management oversight for the Compliance Program; respond to questions, and provide policy guidance to ensure that the business operations meet the standards and expectations of the Code of Conduct. These duties may include decisions and individual guidance relative to potential conflicts of interest. The Group Compliance Officer will report material matters to the CEO and Board of Directors.

2.4 Training

Each IHIG employee will attend business conduct and ethics training periodically as determined by management. All directors and employees must understand our Principles and follow this Code of Conduct.

2.5 Waivers

This Code of Conduct is not subject to any possible waiver.

3. REPORTING

3.1 Duty to Report

Every IHIG employee has the duty of “upstream” communication so that IHIG management is appropriately informed of material matters. IHIG management then must inform the Board of Directors for each IHIG entity as to material matters. “Material” matters are any matters: (1) impacting a significant client; (2) involving a governmental investigation, hearing, proceeding, notice of violation, or other interaction between IHIG and regulators that could adversely impact IHIG or its interested parties; (3) valued as a contingent liability of £100,000 or more; (4) potentially causing a significant impact on operations (halt to ongoing operations, loss of substantial profit, loss of key personnel, loss of reputation); (5) about sensitive confidential internal matters, (6) evidencing compliance issues, operational trends, or repeated risks/exposure.

Your conduct can reinforce an ethical atmosphere and positively influence the conduct of fellow workers. You must report a possible violation regardless of the identity of the suspected offender, and failure to report knowledge of wrongdoing may result in disciplinary action against those who fail to report. Even if you are unable to stop suspected misconduct, or you witness the conduct or discover it after it has occurred, you should report it immediately. Employees who report a problem in good faith and believe it to be true will not be reprimanded. The only time employees will be disciplined for reporting a suspected violation of this Code of Conduct by another IHIG employee is when they deliberately report something that they know is false or misleading.

3.2 How to Use the Compliance Program

If you have questions about this Code of Conduct or concerns about someone’s conduct, first contact your manager. If you do not feel comfortable doing this, you may consult with the Local and Group Compliance Officers

3.3 Issues Requiring Mandatory Reporting

For any of the matters listed in this paragraph, the Group Compliance Officer should be notified immediately when possible, and at the outside no later than 24 hours after the discovery of a potential issue. A failure to notify the Group Compliance Officer in a timely matter may result in disciplinary action, including termination. The Group Compliance Officer must be contacted and involved in all matters relating to:

- Violations and potential violations of law or regulation that expose to criminal or civil liability or administrative sanctions.
- Initiation of a criminal, civil, or other governmental investigation by law enforcement or regulatory agency or legislative body against IHIG or any employee of IHIG, Customer of IHIG, Suppliers of IHIG and Interested parties of IHIG

- Allegations of misconduct or potential misconduct by a member of the Board of Directors of IHIG;
- Violation of the Code of Conduct that could cause harm IHIG, its reputation, business interests, employees and interested parties;
- Requests for approval of outside board memberships and IHIG sponsored travel by government officials; and
- Questions, concerns, or complaints regarding IHIG's accounting, internal controls, or auditing activities, processes or systems.

If you become aware of any investigation, potential proceedings, or litigation against IHIG, the Group Compliance Officer must be notified immediately.

3.4 Reporting by Group Compliance Officer

The Group Compliance Officer will provide a written report to the CEO and the Board of Directors. At least once a year; Additional written reports may be required by the Board of Directors at any time.

3.5 Investigations

Employees suspecting a violation of this Code of Conduct, accounting principles, other IHIG policies, or applicable law, should promptly report the concern to the Group Compliance Officer. Because investigations of alleged violations may involve complex legal issues, employees must not conduct their own preliminary investigations. Acting on your own may compromise the integrity of an investigation and adversely affect both you and IHIG. All employees must cooperate with an IHIG investigation and abide by Group Compliance Officer instructions during an investigation.

3.6 Use of Outside Legal Counsel

Only the Group Compliance Officer is authorised to retain and manage outside legal counsel on behalf of IHIG. No outside counsel legal bills should be paid unless reviewed and approved by the Group Compliance Officer.

4. CONFLICTS OF INTEREST

4.1 Types of Conflicts of Interest

Two main types of conflicts of interest may arise during your employment with IHIG:

The first type of conflict of interest - client representation conflicts (sometimes referred to as "ethical") conflicts of interest. Client representation conflicts occur when work that IHIG is doing or has done in the past prevents (or restricts) IHIG from performing new work for a particular client. Each employee must follow IHIG policies and procedures so that appropriate client representation checks are performed before commencing work.

The second type of conflict of interest – a personal conflict – exists when an employee is involved in an activity or has a personal or business interest that interferes with the employee’s performance of IHIG duties or responsibilities. However, an actual personal conflict of interest need not be present to constitute a violation of this Code of Conduct. A potential or apparent personal conflict of interest may also violate this Code of Conduct. A potential personal conflict of interest exists when it is likely that in the future, an employee’s activity or personal interest could interfere with the employee’s performance of IHIG duties or responsibilities. An apparent personal conflict of interest exists when the employee’s activity or personal interest create the appearance of a conflict of interest. Apparent conflicts should be avoided to prevent a negative reflection on the reputation of IHIG and its employees.

4.2 Recognizing Potential Ethical Conflicts of Interest

Below is an illustrative list of situations for which an employee or interested party is required to obtain prior approval through the personal conflict of the interest review process:

- Engaging in outside employment in areas similar to those in which IHIG is involved;
- Performing outside work for clients, subcontractors, vendors or competitors of IHIG;
- Participation in activities that relate to environmental issues or conditions that a client of IHIG would be likely to view as in conflict with or adverse to its interests;
- Involvement in the unauthorized use of IHIG information or property, including, without limitation, intellectual property;
- Disclosing or using IHIG’s (or an IHIG client/interested party) confidential and/or proprietary information;
- Participating in any activity that might lead to or give the appearance of unapproved disclosure of IHIG proprietary information or proprietary information owned by others who have entrusted such information to IHIG;
- Holding a financial interest in a business concern that is a competitor, client, subcontractor or vendor of IHIG unless the interest is only “passive.” A “passive” investment interest is one that is minimal enough, as a matter of law, that an employee’s independent judgment should not be unduly influenced. For investments in a publicly-held company, an investment will not be considered “passive” (and therefore conflict will exist) if the holding is either: a.) 1% percent or more of the stock, assets, or other interests of the client, subcontractor, vendor or competitor; or b.) 1% percent or more of the employee’s net assets;
- Allowing personal interests or activities to influence IHIG transactions with other business entities or individuals;
- Accepting personal discounts (on products, services, or other items) from an employee or representative of a client, subcontractor, vendor or competitor of IHIG (unless obtained through an IHIG -approved discount program);
- Acting as a consultant, advisor, or expert witness in a legal process such as a lawsuit, administrative proceeding, mediation, arbitration, dispute resolution, government or private investigation, rule-making procedure, or similar process, other than in the course of providing services to IHIG;
- Causing IHIG to engage in business transactions with relatives unless properly disclosed and prior approval received;

- Giving or receiving gifts of more than token value that are in any way connected with business relationships;
- Using nonpublic IHIG, client, or vendor information for personal gain by you, relatives or friends (including securities transactions based on such information);
- Receiving a loan, or guarantee of obligations, from IHIG or a third party as a result of your position at IHIG;
- Speculating or dealing in materials, equipment, supplies, products, lands, leases, or properties purchased or sold by IHIG, or for which negotiations to purchase, acquire, or sell are pending or may reasonably be anticipated;
- Receiving (other than from IHIG) any compensation, bonus, or commission in connection with any transaction relating to IHIG's business;
- Competing, or preparing to compete, with IHIG while still employed by or associated with IHIG; or
- Engaging in any other activity that could create the appearance of a conflict of interest and thereby impair IHIG's reputation for impartiality and fair dealing.

The examples above are by no means exhaustive. They are illustrative of potential conflicts of interest that must be disclosed and resolved before the materialisation of the conflict. Please remember that these conflicts exist if an employee or any member of their immediate family engages in such conduct.

4.3 Duty to Disclose Past and Future Conflicts

Upon an employee and interested party becoming aware of it, he or she must disclose to his or her supervisor any business relationship that exists or has existed within the previous three years between the employee and an employee of a client, subcontractor, vendor or competitor of IHIG.

4.4 Review Process

The Group Compliance Officer will administer the review of ethical conflict of interest matters, whether those matters are related to client representation ethics or personal ethics. To do so, the Group Compliance Officer will interpret and apply the provisions of this Code of Conduct to the facts, determine whether a conflict exists, consult with the appropriate IHIG management, and administer a resolution that is consistent with the provisions of this Code of Conduct.

When a conflicts analysis is required relating to client relationship matters, the Group Compliance Officer will facilitate the analysis of senior management by examining any contracts or documentation necessary to a decision. Every employee must provide information to assist senior management in making client relationship decisions. The Group Compliance Officer will keep a record of any decisions reached relating a client representation analysis, and the decision of senior management will be final and binding on all IHIG employees.

When a personal conflict of interest determination is required by this Code of Conduct, the employee should submit a request for review in writing addressed to the Group Compliance Officer. The request should include, at a minimum, the following information:

- Description of the employee's and Interested parties' duties and responsibilities with IHIG;
- Description, in general terms, of the proposed outside activities to be performed by the employee and Interested parties including the name, product lines and/or services, and market of the outside company or business in which the employee proposes to become involved;
- Description of the relationship of the outside business to IHIG, if any (for example client, subcontractor, vendor or competitor);
- Any key documentation related to the matter, including but not limited to any documentation requested by the Group Compliance Officer; and
- The proposed level of the employee's involvement in, or proposed position to be held with Interested party and outside the business (for example, director, shareholder or owner, employee, representative, consultant, advisor).

Requests for conflict of interest determinations will be reviewed on a case-by-case basis. Employees and Interested Parties are required to cooperate fully in the review process by providing all the necessary information. When changed circumstances or new developments occur, the employee is responsible for informing the Group Compliance Officer of the change. The Group Compliance Officer, in making the determination, may request a recommendation and evaluation from the employee's managers. The Group Compliance Officer may also request additional information from others to assist in making a decision. Upon conclusion of the review process, the IHIG may grant a waiver, determine that no conflict exists, prohibit the activity, or allow the activity subject to certain conditions. Conditions that may be necessary to protect IHIG's interests include but not limited to additional oversight of client proposals, contracts, invoices, receivables, subcontracts, subcontractor invoices, payables, client reports, opinions, certifications provided to clients, subcontractor work product/performance, referrals of work to subcontractors, or recommendations to clients to use any products or services of a third party in which an employee holds an interest. You are prohibited from having or creating a conflict of interest.

4.5 Appeal

After a Group Compliance Officer's conflict of interest determination is made, an employee and interested party may submit an appeal of such determination to the Board of Directors. Such appeal must be in writing and must include a copy of the determination of the Group Compliance Officer. The employee and the interested party must also send a copy of the appeal to the Group Compliance Officer. The determination of the Group Compliance Officer continues in effect unless and until the Board reverses, modifies, or withdraws such determination. The determination of the Board is final.

Records of conflict of interest reviews will be retained by the Group Compliance Officer. Copies will be provided to the employee and the Board. A copy may also be filed in the employee's personnel file.

5. CONDUCT INVOLVING OURSELVES, FELLOW EMPLOYEES AND INTERESTED PARTY

5.1 Respect and Fair Treatment

IHIG is firmly committed to the principles of equality of opportunity in employment and human relationships. Each IHIG employee and Interested parties must treat fellow employees with respect and dignity. We believe that the diversity and abilities of our employee and Interested parties are among our greatest assets and that all individuals deserve an equal opportunity based on skill, dedication, knowledge, and experience.

We have adopted various written policies regarding our employment practices. It is each employee and Interested parties responsibility to become familiar with the scope and content of those policies and to implement those policies.

5.2 Mother Earth

IHIG is committed to protecting mother earth, replacing non-biodegradable harmful plastic products with plant-based biodegradable products, reducing CO2 and the stopping of deforestation

5.3 Safety

We are committed to providing a safe workplace for all employees and interested parties. Also, some laws and regulations impose responsibility on us to safeguard against safety and health hazards. For those reasons, all officers, directors, employees and Interested parties are required to follow all safety instructions and procedures that we adopt. If you have any questions about possible health and safety hazards at any of our facilities, you should bring those questions to the attention of your immediate supervisor.

5.4 Compliance with Laws

It is our policy to comply with all laws and regulations that apply to our business. Due to the nature of our business, environmental laws and regulations are of predominant concern. We are committed to environmental protection. Each of us must comply with environmental laws and IHIG's environmental policies.

If you are involved with processes that affect the environment, such as measuring, recording, or reporting discharges and emissions to the environment or handling hazardous wastes, you must be sure to comply with all applicable environmental regulations and permits. You must also maintain our standards and ensure that reports are accurate and complete.

We all have a role to play in protecting the environment. As you conduct IHIG's business, you may encounter a variety of legal issues. If you have questions on specific laws or regulations, consult your Local Compliance Officer or follow the steps outlined in the "Compliance Program Reporting" section of this Code of Conduct.

5.5 Accuracy of Books, Records and Periodic Reports

Full, fair, accurate, timely, and understandable reports and business records are essential to the success of our business. Mistakes should never be covered up but should be immediately fully disclosed and corrected. Falsification of any IHIG, client, or third party record is prohibited. Please exercise the highest standard of care in preparing IHIG reports following these guidelines: All of our accounting records, as well as reports produced from those records, must follow the laws of each applicable jurisdiction.

- All of our records must fairly and accurately reflect the transactions or occurrences to which they relate.
- All of our records must fairly and accurately reflect, in reasonable detail, our assets, liabilities, revenues, and expenses.
- Our records must not contain any false or intentionally misleading entries.
- No transactions should be intentionally misclassified as to accounts, departments, or accounting periods.
- All of our transactions must be supported by accurate documentation in reasonable detail and recorded in the proper account and the proper accounting period.
- No information should be concealed from our internal auditors or our independent auditors UHY.
- No false or misleading information should be given to our internal auditors or our independent auditors UHY
- No individual should ask or instruct any of our clients, vendors, or suppliers to provide false or misleading information to, or conceal any information from, our internal auditors or our independent auditors.
- Compliance with our internal controls over financial reporting and all other internal controls is required.

It may seem that the standards set out above are primarily applicable only to our accounting and financial personnel. However, all of our business communications are expected to be conducted with integrity and professionalism. Accordingly, all employees must report accurately and in appropriate detail on the transactions in which they are involved.

5.5 Confidentiality

All employee's and Interested Parties are required to protect both IHIG's confidential information as well as the confidential information of IHIG's clients. The proprietary, trade secret and confidential information of IHIG is a valuable asset, and IHIG employees and Interested Parties must follow IHIG policy and procedure regarding safeguarding IHIG information. Employees and Interested Parties who have received or have access to confidential information must exercise care to maintain confidentiality. Confidential information includes but is not limited to the following examples:

- Business, marketing, recruiting, or retention plans;
- Financial information;



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IHIG-0020

- Information related to Employees, Personal, Employment data, including salary, bonus, or performance data;
- Any client information, client contact information, or client contractual matters; and
- Information related to Interested parties or other business interactions.

The above types of confidential information are only examples. You must carefully consider whether the information available to you is confidential or proprietary, and treat it accordingly. If in doubt, contact your Legal Department.

Most IHIG contracts clients and Interested parties have stringent confidentiality provisions - a failure to protect the client and Interested parties confidential information may place IHIG in material breach of contract with a client. In addition to carefully guarding paper and electronic client information, be sure to conduct yourself in a manner that protects client confidential information. You must follow all client requirements for communication and delivery of work product. Be careful where you conduct cell phone conversations, and do not discuss client matters in public places such as elevators, trains or aeroplanes.

5.6 Improper Use or Theft of IHIG Property

Every employee, officer, and director must safeguard our property from loss or theft and may not take IHIG property for personal use. Our property includes confidential information, trade secrets, intellectual property, software, computers, office equipment, and supplies. You must appropriately secure all of our property within your control to prevent its unauthorized use. Using our computers or communications systems to access or distribute personal and/or non-IHIG business-related information, data, or graphics is discouraged unless kept to a minimum. All electronic information transmitted, received, or contained in our information systems is our property.

5.7 Securities Trading

In the course of your employment and working with IHIG, you may become aware of material information about other companies that have not been made public. The use of such “inside information” for your financial or other benefit is not only unethical but also may be a violation of strict laws against “insider trading” in securities (for example, stocks, bonds and options). “Insider information” means information that: a.) is not available to the public, and b.) is “material.”

“Material information” concerning securities laws means information that a reasonable investor would likely consider important in deciding whether to buy or sell a security. Many of our employees may have inside information simply under their positions. Inside information might include, for example:

- The purchase or sale of a major asset;
- Changes in dividend policy;
- Mergers, acquisitions and joint ventures;
- Significant changes in operations or business plans;
- Major developments in litigation;
- The financial condition or operating results of a company, including earnings statements and forecasts;
- Regulatory developments.

If you have knowledge of any of these kinds of information – and the information is non-public – it is inside information, and no IHIG employee may buy or sell a security while aware of inside information pertaining to that security. Inside information can also be information you obtained confidentially during the course of your work about another company – for example, from clients or suppliers. You should also be aware that the insider trading prohibition applies to people outside IHIG companies who obtain the information from one of our employees (for example, an employee’s spouse, friends or broker). This means you must never give someone outside IHIG a “tip” regarding non-public inside information – this includes discussions on social media and internet “chat rooms.” If you do, and the person you provided the information to uses it to trade, both you and the person you provided the information to are subject to action under applicable securities law.

Securities law violations are taken very seriously and can be prosecuted even when the amount involved is small, or the “tipper” makes no profit at all. Government agencies regularly monitor trading activities through computerized searches. IHIG employees and Interested Parties (and outsiders they are associated with) who have inside information can lawfully trade in the market once the information is made public through established channels and enough time has passed for the information to be absorbed by the public.

If you have any questions or concerns about your responsibilities under the insider trading laws, contact the Group Compliance Officer for further guidance.

5.8 Political Contributions

No IHIG funds may be given to any political candidates. Employees and Interested Parties may, however, engage in political activity in your name and own time.

6. CONDUCT INVOLVING OUR BUSINESS PARTNERS

Our values, honesty and standards of conduct do not stop with our actions, or at our doors. We expect the same from all our interested parties with whom we do business.

6.1 Fair Dealing

No IHIG officer, director, employee and interested parties should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing practice.

6.2 Fair Competition and Antitrust Laws

We must comply with all applicable fair competition and antitrust laws. These laws attempt to ensure that businesses compete fairly and honestly and prohibit conduct seeking to reduce or restrain competition. If you are uncertain whether a contemplated action raises unfair competition or antitrust issues, consult the Group Compliance Officer for further guidance.

6.3 Gathering Competitive Information

You may not accept, use, or disclose the confidential information of our competitors. When obtaining competitive information, you must not violate the rights of our competitors. Particular care must be taken when dealing with competitors, clients, ex-clients, and ex-employees. Never ask for confidential or proprietary information. Never ask a person to violate a non-compete or nondisclosure agreement. If you are uncertain about a contemplated action, consult the Group Compliance Officer for further guidance.

6.4 Sales: Defamation and Misrepresentation

Aggressive selling should not include misstatements, innuendo, or rumours about our competition or the services and financial condition of our competition. Do not make unsupportable promises concerning our services.

6.5 Corporate Opportunities

All of our officers, directors, employees and interested parties have a duty to advance our legitimate business interests when the opportunity to do so arises. Our officers, directors, and employees may not take personal advantage of opportunities that are discovered through the use of IHIG property, information, or position, and may not compete with IHIG for business opportunities. In the event you have a question regarding an opportunity, review the "Conflicts of Interest" section of this Code of Conduct and then discuss any remaining concerns with the Group Compliance Officer.

6.6 Gifts, Bribes and Kickbacks

Our officers, directors, employees and interested parties are expected to comply with UK and applicable international laws regarding anti-bribery and anti-corruption. International laws prohibit the payment or offering of anything of value to foreign government officials, an employee of a foreign government or its instrumentality (including foreign government-owned businesses), an employee and interested parties of a public international organization, or members of their families, political parties, officials of foreign political parties, or candidates for the purpose of influencing them to misuse their official capacity to obtain, keep, or direct business, or to gain any improper advantage.

We do not allow interested parties of ours to do what we are prohibited from doing. Under international law, the acts of foreign agents used to facilitate IHIG business are considered our acts, so our agents must adhere to the same standards that we set for ourselves.

In addition to ethical use of interested parties, IHIG follows international law regarding anti-bribery/corruption and “minor” facilitation payments. IHIG adheres to the higher international standard of no facilitation payments under our international obligations, rather than the lower standard of allowing certain facilitation or “grease” payments under the UK Foreign Corrupt Practices Act (“FCPA”). IHIG does not permit facilitation or grease payments to be made to government officials, even if such payments are nominal in amount. Examples of facilitation payments include, but are not limited to, undocumented and unreceipted payments made to speed up routine government actions, such as issuing permits or releasing goods held in customs. If you have a question regarding a situation or whether or not a suggested transaction complies with our Code of Conduct, contact the Group Compliance Officer.

Other than modest gifts given or received in the normal course of business (including travel or entertainment), neither you nor your relatives may give gifts to, or receive gifts from, IHIG’s clients and interested parties. Other gifts may be given or accepted only with prior approval of your immediate supervisor or senior management. In no event should you put IHIG in a position that would be embarrassing if the gift was made public.

Dealing with government interested parties is often different than dealing with private interested parties. Many governmental bodies strictly prohibit the receipt of any gratuities by their employees, including meals and entertainment. You must be aware of and strictly follow these prohibitions.

Any director, employee and interested parties who pays or receives bribes or kickbacks will be immediately terminated and reported, as warranted, to the appropriate authorities. A kickback or bribe includes any item intended to improperly obtain favourable treatment.

6.7 Outside Consultants and Subcontractors

When IHIG hires outside consultants, agents, and subcontractors, IHIG management will provide copies of this Code of Conduct and inform the consultant, agent, or subcontractor that work should be performed in accordance with this Code of Conduct.

7. PROCEDURES FOR INTERACTION WITH GOVERNMENTAL AGENCIES

IHIG is committed to following all laws and regulations. From time to time we will have direct dealings with the regulators and it is our commitment to do so with respect and cooperation. Regulatory agencies may request to review IHIG's plans, specification reports, activities, workplaces and project sites. IHIG's Group Compliance Officer for should be contacted immediately after civil or administrative inspections, and immediately at the start of any criminal inspection.

If you become aware of any agency request for documents or information, be sure to get the business card of the requesting agency personnel. If a business card is not available, be sure to get the name, agency, department and phone number. It is IHIG's policy to have Inspection Coordinators to facilitate civil agency requests. The Inspection Coordinator will be responsible for working with the agency personnel, accompanying any inspections, and obtaining all subsequent reports. Be sure to provide all agency contact information to the appropriate Inspection Coordinator as soon as you become aware of any government inquiry. If you do not know who the appropriate Inspection Coordinator is, contact the Group Compliance Officer. At any time during a civil inspection, if the inspector expresses serious concerns (whether those concerns are expressed by the inspector verbally or in writing) -- stop all work immediately and contact the Group Compliance Officer immediately. If the concerns involve health/safety issues, be sure to contact the Health & Safety Officer as well.

In the unlikely event of a criminal investigation, ask if the agent/investigator has a search warrant. If the agent/investigator does not have a search warrant, do not consent on behalf of IHIG to any search. Rather, contact the Group General Counsel immediately. If you cannot reach the Group General Counsel, contact the Legal Department.

8. DISCIPLINARY ACTION

We stand behind this Code of Conduct and will fairly enforce it. Violations of this Code of Conduct may result in one or more of the following, depending on the nature, frequency and severity of the violation, including without limitation:

- Warning;
- Reprimand (marked in personnel file);
- Probation;
- Temporary suspension;
- Discharge;
- Individual reimbursement of any losses or damages; or
- Criminal or civil prosecution.

In determining what action is appropriate in a particular case, IHIG may take into account all relevant information, including, but not limited to, the nature and severity of the violation, whether the violation was a single occurrence or repeated occurrences, whether the violation appears to have been intentional or inadvertent, whether the individual in question had been advised before the violation as to the proper course of action, and whether or not the individual in question had committed other violations in the past.

CONCLUSION

In the final analysis, you are the guardian of IHIG's business conduct and ethics. While there are no universal rules, when in doubt ask yourself:

- Will my actions comply with applicable laws and regulations?
- Will my actions comply with the Code of Conduct?
- Will my actions cause even the appearance of impropriety to all Interested parties of IHIG?

If you are uncomfortable with your answer to any of the above, you should not take the contemplated actions without first discussing them with your local compliance officer. If you are still uncomfortable, please follow the steps outlined above in the section on "Reporting." We hope you share our belief that a dedicated commitment to ethical behaviour and saving mother earth is the right thing to do, is good business, and is the surest way for IHIG's success as a world-class innovation of bio-degradable material

Dated 1st November 2021