

Ethics and Fair Treatment Statement

At **Turbine-IQ (PowerGen) Solutions Ltd**, we are dedicated to maintaining the highest standards of ethics, integrity, and fairness across all facets of our business operations. Our conduct is guided by the following core principles:

1. Honesty and Integrity

We conduct ourselves with transparency, fairness, and honesty in all professional interactions. We maintain confidentiality, disclose any potential or actual conflicts of interest, and categorically reject bribery, corruption, or any form of improper influence. We are committed to identifying and addressing any unethical behaviour or professional misconduct.

2. Respect for Life, Law, the Environment, and Public Good

We place the utmost importance on the health, safety, and well-being of individuals and communities affected by our work. We ensure strict compliance with all applicable laws, regulations, and standards. Our commitment extends to the responsible handling of personal data and intellectual property, the promotion of environmental sustainability, and the pursuit of solutions that serve the public interest while minimizing negative impact.

3. Accuracy and Rigor

We pursue professional excellence through competence, diligence, and continuous learning. We undertake work only within our areas of expertise, maintain up-to-date knowledge and certifications, and contribute to the professional development of others. Our work is characterized by honesty, precision, objectivity, and a commitment to responsible risk assessment and management.

4. Leadership and Communication

As professionals, we embrace our roles as leaders, mentors, and communicators. We advocate for equality, diversity, and inclusion within our workforce and the broader industry. We actively engage in dialogue on societal and environmental concerns, promote public understanding of engineering contributions, and uphold the dignity and reputation of the profession. We also challenge and address any policies or actions that conflict with our professional ethics, fostering an open and respectful work environment.

These principles are aligned with the **Statement of Ethical Principles** endorsed by the **Engineering Council** and the **Royal Academy of Engineering**. They form the foundation of TurbineIQ (PowerGen) Ltd's unwavering commitment to ethical behaviour, fair treatment, and responsible professional conduct