

Code of Conduct



Ethics

Leclanché will conduct its business honestly and ethically wherever we operate in the world and are expecting our customers and suppliers to do the same. We will consistently improve the quality of our services, products and operations and will create a reputation of honesty, fairness, respect, responsibility, integrity and sound business judgment. No illegal or unethical conduct on the part of officers, directors, employees, or affiliates in the Company's best interest. Leclanché will not compromise its principles for short term-advantages. The ethical performance of the Company is the sum of the ethics of the men and women who work here. Thus, we are all expected to adhere to high standards of integrity. We firmly believe that good ethics translates into good business.



Health and Safety

The company is committed to an injury-free and illness-free workplace that is operated in an environmentally sound manner in compliance with all relevant laws and regulations that protect worker safety and the environment. Employees should perform work in a safe manner.



Confidentiality

We are committed to maintaining the highest degree of integrity in all our dealings with potential, current and past customers, both in terms of normal commercial confidentiality, and the protection of all personal information received in the course of providing the business services concerned. We extend the same standards to all our customers, suppliers and associates.



Duty of care

Our actions and advice will always conform to relevant law, and we believe that all businesses and organizations, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.



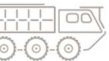
Conflict of interest

The Company expects that employees will perform their duties conscientiously, honestly, and in accordance with the best interests of Leclanché. 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 pursued, or are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with their employer, they should immediately communicate all the facts to their supervisor.



Relationships with customers and suppliers

Employees should avoid investing in or acquiring a financial interest for their own accounts in any business organization that has a contractual relationship with the Company, or that provides goods or services, or both, to the Company if such investment or interest could influence or create the impression of influencing their decisions in the performance of their duties on behalf of the Company.



Gifts, Entertainment, and Favors



Employees must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which the Company has, or is likely to have, business dealings. Similarly, employees must not accept any other preferential treatment under these circumstances because their positions with the Company might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.



Pricing



Our pricing is always competitive for what we provide, which is high quality, tailored, specialized energy storage solutions and services. As such we do not generally offer arbitrary discounts; generally a reduction in price is only enabled by reducing the level or extent of services to be delivered. That said, we always try to propose solutions which accommodate our customers' available budgets and timescales.



Intellectual property and moral rights



We retain the moral rights in, and ownership of, all intellectual property that we create unless agreed otherwise in advance with our customers. In return we respect the moral and intellectual copyright vested in our customers' intellectual property.

Quality assurance



We maintain the quality of what we do through constant ongoing review with our customers, of all aims, activities, outcomes and the cost-effectiveness of every activity. We encourage regular review meetings and provide regular progress reports.



Professional conduct



We conduct all our activities professionally and with integrity. We take great care to be completely objective in our judgement and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our customers.

Equality and discrimination



We always strive to be fair and objective in our actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, creed, color, age or personal disability.



Violation of this Code of Conduct can result in discipline, including possible termination. The degree of discipline relates in part to whether there was a voluntary disclosure of any ethical violation and whether or not the violator cooperates in any subsequent investigation.



Together we build a better Leclanché by living our values and owning the safety of our products, our customers and coworkers every day, in every decision.

