

COMPLIANCE POLICY

Purpose

Atlantic Light International Ltd (the "Company") is committed to conducting its business with the highest level of integrity and in compliance with all applicable laws, regulations, and industry standards. This Compliance Policy outlines the Company's commitment to compliance and sets forth the guidelines and procedures for ensuring that the Company's operations are conducted in a lawful and ethical manner.

Scope

This Compliance Policy applies to all employees, officers, directors, agents, and contractors of the Company (collectively, "Covered Persons"). It covers all aspects of the Company's business, including marine operations and well intervention services.

Compliance Principles

1. **Compliance with Laws and Regulations:** The Company is committed to complying with all applicable laws, regulations, and industry standards.
2. **Ethical Business Practices:** The Company is committed to conducting its business with integrity and in an ethical manner with a view promoting confidence and trust in our clients.
3. **Transparency and Accountability:** The Company is committed to transparency and accountability in all its business dealings.
4. **Respect for Human Rights:** The Company is committed to respecting human rights and dignity in all its operations.

Compliance Responsibilities

1. **Compliance Officer:** The Company shall appoint a Compliance Officer who shall be responsible for overseeing the implementation of this Compliance Policy.
2. **Covered Persons:** All Covered Persons shall be responsible for complying with this Compliance Policy and for reporting any compliance concerns or violations to the Compliance Officer.
3. **Management:** Management shall be responsible for ensuring that their departments and teams are in compliance with this Compliance Policy.

Compliance Procedures

1. **Risk Assessment:** The Company shall conduct regular risk assessments to identify potential compliance risks.
2. **Compliance Training:** The Company shall provide regular compliance training to all Covered Persons.

3. **Compliance Monitoring:** The Company shall monitor its operations to ensure compliance with this Compliance Policy.
4. **Compliance Reporting:** Covered Persons shall report any compliance concerns or violations to the Compliance Officer.
5. **Investigations:** The Company shall investigate all reported compliance concerns or violations.

Compliance Standards

1. **Anti-Corruption:** The Company shall comply with all applicable anti-corruption laws and regulations.
2. **Anti-Money Laundering:** The Company shall comply with all applicable anti-money laundering laws and regulations.
3. **Data Protection:** The Company shall comply with all applicable data protection laws and regulations.
4. **Health, Safety, and Environment:** The Company shall comply with all applicable health, safety, and environmental laws and regulations.
5. **Trade Compliance:** The Company shall comply with all applicable trade laws and regulations.

Consequences of Non-Compliance

Failure to comply with this Compliance Policy may result in disciplinary action, up to and including termination of employment or contract.

Review and Update

This Compliance Policy shall be reviewed and updated regularly to ensure that it remains effective and relevant.

Acknowledgement

All Covered Persons shall acknowledge that they have read, understood, and shall comply with this Compliance Policy.



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FREDINAND ANUGE

MD/CEO