

# Code of Conduct

The ethical standards and professional behaviour expected from employees.

## Disciplinary Actions

- Strict enforcement of Code of Conduct.
- Violations of the Code of Conduct and its results: penalties or termination.

## Whistleblowing

- Employees to report any unethical behaviour, while being protected against retaliation.

## Data Protection and Confidentiality

- Safeguarding company data and respecting privacy policies.
- Prohibition of unauthorized disclosure of sensitive information.

## Equal Opportunity and Non-Discrimination

- Promoting diversity and inclusion.
- Deliberate effort to keep workplace free from discrimination and harassment.



## **Compliance with Laws and Regulations**

- Employees must adhere to all applicable local and international laws.
- Regulatory compliance is essential to maintain corporate integrity.

## **Workplace Ethics and Professional Conduct**

- Employees to maintain honesty, fairness, confidentiality and accountability.

## **Conflict of Interest**

- Avoidance of involvement in business decisions that may interfere personal interests.
- Disclose any potential conflicts to management.

## **Anti-Bribery and Corruption**

- Prohibition from offering or accepting bribes, gifts or favors that influence decisions.
- Mandatory compliance with anti-corruption laws.

## **Health, Safety and Environment (HSE)**

- Commitment to safe and healthy workplace practices to prevent workplace hazards.