

## CODE OF CONDUCT

### We hereby declare:

- We comply with the laws of the applicable legal systems in the United Arab Emirates.
- We tolerate no form of and do not engage directly or indirectly in any form of corruption or bribery and do not grant, offer or promise anything of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage.
- We act in accordance with national and international competition and anti-trust laws and do not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.
- We respect intellectual property rights.
- We avoid conflicts of interest that may adversely influence business relationships.
- We respect the basic human rights of our employees and promote equal opportunities irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age
- We refuse to employ or make anyone work against his/her will.
- We prohibit and do not tolerate any discrimination and unacceptable treatment of or behavior to our employees including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- We provide fair remuneration to our employees and comply with the maximum number of working hours laid down in the applicable laws of the United Arab Emirates.
- We prohibit the employment of workers under the age of 15.
- We take responsibility for the health and safety of our employees and take the best reasonably possible precautionary measures against accidents and occupational hazards. All our workers are reasonably insured.
- We provide training and ensure our employees are educated in health and safety issues.
- We act to minimize environmental pollution.