

CODE OF CONDUCT & ETHICS POLICY

1. PURPOSE

The Code of Conduct and Ethics Policy of **Al Nasr Energy Services** outlines the principles, values and standards of behaviour expected from all employees, contractors, vendors and authorized users while representing the organization. This policy serves as a guide to ensure ethical conduct, integrity and compliance with the highest standards of business ethics.

2. SCOPE

- The purpose of this Policy is to:
- Promote a culture of honesty, integrity and transparency within **Al Nasr Energy Services**
- Establish clear expectations for ethical behaviour in all business activities.
- Ensure compliance with applicable laws, regulations and industry standards.
- Safeguard the reputation and interest of **Al Nasr Energy Services**

3. CORE VALUES

We, at **Al Nasr Energy Services** are guided by the following core values:

Integrity: We conduct ourselves with honesty, sincerity and consistency in all interactions and transactions.

Respect: We treat all individuals with dignity, respect diversity and value the opinions and perspectives of others.

Accountability: We take responsibility for our actions, decisions and their consequences.

Team Work: We work together to get the job done.

Transparency: We provide accurate, complete and clear information to stake holders both internally and externally.

Compliance: We adhere to all applicable laws, regulations and industry standards.

Excellence: We strive for excellence in our continually improving our skills and processes.

Authorized Signatory

Mohammed Sabr Al Waheibi

