



ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

Hamad Industrial Company is committed to establish a "Zero Tolerance" approach toward bribery and corruption.

This policy applies to all employees, contractors, subcontractors, and other personnel involved in inspection activities on behalf of **HIC**. It covers all operations, including site inspections, certification issuance, and vendor interactions.

- All inspection activities shall be based on objective evidence obtained through fair and technical assessment.
- All financial transactions and inspection reports must be accurately recorded and subject to audit.
- All personnel are strictly prohibited from Offering, giving, soliciting, or accepting any item of value (cash, gifts, hospitality) to influence an inspection outcome or secure a contract.
- Small "grease payments" made to government or private officials to speed up routine administrative processes are prohibited.
- Engaging in activities where personal interests could interfere with the objective performance of inspection duties is prohibited.
- No gift or hospitality exceeding a value of \$50 (or local equivalent) may be accepted or given without written approval from the Technical Manager or Director.
- Gifts of any value are strictly prohibited during or immediately following an active inspection or equipment certification process.
- All accepted business meals or promotional items must be recorded in the company's Gifts and Hospitality Register.
- Any violation of this policy will result in immediate disciplinary action, up to and including termination and legal proceedings.
- The Board of Directors will review this policy annually to ensure its effectiveness and compliance with evolving local and international laws.
- These above policies will be effectively communicated to all employees and regularly reviewed to ensure its ongoing effectiveness and suitability.

A handwritten signature in blue ink, appearing to read 'Hamed', is positioned above the CEO's name.

Hamed Saleh Ali Alyami
Chief Executive Officer (CEO)
HAMAD INDUSTRIAL COMPANY