CODE OF BUSINESS CONDUCT

2026

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1. INTRODUCTION

The reputation and integrity of ASYAD Shipping Company, its subsidiaries, and its affiliates (the "Company") are valuable assets that are vital to the Company's success. Each Employee of the Company, including each of the Company's Officers, is responsible for conducting the Company's business in a manner that demonstrates a commitment to the highest standards of integrity. No Code of Conduct can replace the thoughtful behavior of an ethical Employee. The purpose of this Code is to focus Employees on areas of ethical risk, provide guidance to help Employees to recognize and deal with ethical issues, provide mechanisms for Employees to report unethical conduct, and foster among Employees a culture of honesty and accountability. Dishonest or unethical conduct or conduct that is illegal will constitute a violation of this Code, regardless of whether such conduct is specifically referenced herein.

Who does the code apply to.

This Code applies to all our directors, officers and employees and the directors, officers and employees of our subsidiaries and related companies over which ASC have control.

We will also strive for our consultants, agents, contractors and suppliers to comply with these standards.

What is expected?

- **Comply with the Code and the Law**

Understand the Code. Comply with the Code and the law wherever you are. Use good judgment and avoid even the appearance of improper behavior.

- **Consider Your Actions, and Ask for Guidance**

If ever in doubt about a course of conduct, ask yourself:

- Is it consistent with the Code?
- Is it ethical?
- Is it legal?
- Will it reflect well on me and the Company?
- Would I want to read about it in the newspaper?

If the answer is "No" to any of these questions, don't do it.

All Employees are encouraged to seek advice and guidance if they have any concerns or questions regarding the application of this Code. Employees should feel free to discuss any issues related to this Code with their Supervisor or alternatively with the Secretary of the Compliance Committee.

In addition, the Company has established a Compliance Committee comprised of the Chief Executive Officer, Senior Legal Counsel, General Manager – Corporate Strategy and Risk Management and Manager - Human Resources. The Governance, Risk and Compliance unit, is to provide guidance when issues of concern arise relative to this Policy.

Policy matters should be brought to the attention of the Compliance Committee either directly by the Employee's Supervisor or to the Compliance Committee Secretary in the first instance for his or her consideration and further action. The Governance Risk and Compliance unit shall act as committee secretary.

2. FAILURE TO COMPLY WITH POLICIES

Violation of certain Company Policies including this Policy applicable to an employee's work activities or conduct may result in disciplinary action. This may include termination of employment if the circumstances warrant it. Disciplinary action extends to:

- Employees who participate directly in actions in violation of laws or of a Policy.
- Employees who deliberately fail to report violations of laws or deliberately withhold information concerning a violation of a Policy.
- Supervisors or Managers who authorize or knowingly permit violation of law or a Policy; and
- A Supervisor, Manager or an Employee who retaliates or encourages others to retaliate against an Employee who in good faith reports a violation of law or a Policy.

3. REPORTING AND INVESTIGATION OF BUSINESS CONDUCT VIOLATIONS

Business Conduct violations shall be formally reported in a timely manner to the Compliance Committee. The Compliance Committee will determine whether an investigation is required and manage the conduct of such investigation to decide whether any violation should be reported to Internal Audit under the Whistleblowing Policy.

(a) Reporting responsibilities

All Employees have the responsibility to report to their functional Manager all incidents which contravene this Policy.

Employees are encouraged to report any situations where they have reasonable belief that a violation has occurred or is about to take place. Where there is a bona fide and honest belief that a violation has occurred or is about to take place, Employees reporting possible violations need not fear any negative consequences against them by the Company.

Functional Managers have the responsibility to communicate all such reports immediately to the Secretary of the Secretary of the Compliance Committee.

Without any exception, all allegations reported to functional Managers by Employees or third parties, shall be reported to the Secretary of the Compliance Committee. Employees may report suspected violations of laws or Policies anonymously to the Secretary of the Compliance Committee. The Compliance Committee Secretary shall act upon such reports, while protecting the Employee's anonymity and report, as appropriate, to the Compliance Committee.

The Secretary of the Compliance Committee has the responsibility to communicate all such reports to the Compliance Committee, and where necessary shall call a Compliance Committee meeting. The Secretary of the Compliance Committee shall be responsible for updating and ensuring compliance with this Policy.

(b) Incident resolution

It is the responsibility of the Compliance Committee to determine whether a Policy violation has occurred, and if so, determine the appropriate disciplinary action, if required, or any other appropriate proposed remedial measure or control.

(c) Training

Employees will receive periodic training on the contents and importance of the Code of Conduct, related policies, and the manner in which violations must be reported and how any waivers of the Policy must be requested. Each Employee of the Company will be asked to certify on an annual basis that he/she is in full compliance with the Code of Conduct and related policy statements.

4. WAIVERS AND APPROVALS

Requests for a waiver of any provision of the Code of Conduct must be submitted in writing to the Compliance Committee via the Secretary of the Compliance Committee for appropriate review and decision.

Where conduct involves an Executive Officer or Board Member or any 'Related Party Transactions' as identified in the Code of Corporate Governance, only the Board or the Audit Committee has the authority to waive a provision of this Policy. In the event of a waiver involving the conduct of an Executive Officer or Board member, appropriate and prompt disclosure must be made to the Audit Committee who is responsible for advising the Company's Shareholders at the Annual General Meeting.

5. THE CONDUCTS

I. VIOLATIONS OF LAWS AND REGULATIONS

A variety of laws and regulations apply to the Company and its operations, and some carry criminal penalties.

Examples of criminal violations of the law include: stealing, embezzling, misapplying corporate or bank funds, using threats, physical force or other unauthorized means to collect money; making a payment for an expressed purpose on the Company's behalf to an individual who intends to use it for a different purpose; or making payments, whether corporate or personal, of cash or other items of value that are intended to influence the judgment or actions of political candidates, government officials or businesses in connection with any of the Company's activities.

The general policy of the Company is one of observance of laws applicable to its business. A well-founded reputation for honest dealing is recognized as a valuable Company asset.

The Company must comply with all applicable trade restrictions and boycotts imposed by the laws of the Sultanate of Oman and also under international authorities and regulations where these apply to the Company and its subsidiaries according to the laws applicable to the Company in terms of the laws of Sultanate of Oman or in terms of any other laws which properly interpreted apply to the Company. In addition, the various lines of Shipping businesses in which the Company and its subsidiaries are engaged in is of necessity truly international and multi-jurisdictional in nature, involving many different parties such as: Oil Majors, Commodity and Resource Trading Companies, Insurance Companies (including Protection and Indemnity, Hull and Machinery and Freight Defence and Demurrage insurers), International Banks, Financiers, Structured Finance Providers, Joint Venture parties and other Stakeholders. Any and each of the aforementioned parties may, strictly impose by contract, applicable rules or business processes, obligations and additionally a business imperative on the Company to nevertheless comply with United States, European Union, United Kingdom and other sanctions regimes even in situations where such sanctions legislation may not be formally legally binding on the Company and its subsidiaries. A failure to comply with such prescriptions may in certain situations result in a possible loss of business or other negative consequences. Such restrictions may prohibit the Company from engaging in certain business activities in specified countries, and with specified individuals and entities. Sanctions for non-compliance can be severe; including fines and imprisonment for responsible individuals, and the Company could be prohibited from further participation in certain trade if sanctions are breached. If in any doubt about whether trade with a particular country or individual may breach trade restrictions or sanctions, clarification should be sought from the Legal Department.

II. CONFLICTS OF INTEREST

As a government owned company all Directors and Personnel are subject to the requirements set forth in the "Law for the Protection of Public Funds and Avoidance of Conflicts of Interest" (Royal Decree 112/2011). This law provides among other things that:

- We shall not use our position or work to realize an unlawful or improper advantage for ourselves or for others, nor use our influence to facilitate others to obtain a benefit or preferential treatment.
- We shall not act as broker, agent or sponsor to any company or establishment whose activities are related to the Company, without the prior approval from the Company to do so.
- We shall not combine our position or work with any other work in the private sector related to our position or work, unless approved by the Company or the Audit Committee and/or the Board of Directors; and
- Neither we nor our minor children shall own an interest in any company, establishment or other profit-making business which is directly associated with our work.

It is important that you become familiar with the law referred to in the opening paragraph of this clause namely Royal Decree 112/2011.

❖ **Declaration of conflicts of interest.**

Where an Employee has an interest or is in a situation which could potentially be a conflict of interest the Employee must bring this to the attention of the Compliance Committee through the Governance, Risk and Compliance team. The Employee should declare and sign a conflict of interest declaration form and send this to the Compliance Committee Secretary, who will in turn determine whether it needs to be reported to Audit Committee for approval. The Compliance secretary will obtain an annual declaration of conflict of interest form from all staff, executive directors and board of directors.

III. PERSONAL INTEGRITY

We must ensure our personal activities and interests do not conflict with our responsibilities to the Company. It is important that even the appearance of a conflict of interest be avoided.

A conflict of interest can exist if you have a personal interest in a decision being made where that decision should be made free from bias and in the best interests of the Company.

If you think that you could have a conflict-of-interest situation, you should immediately disclose all relevant details to the Compliance Committee.

Some of the more common conflicts that must be resolved or avoided are set out below:

- When an immediate family member takes actions or has interests that may make it difficult for you to make decisions or perform actions on behalf of the Company objectively and effectively.
- When immediate family members receive improper personal benefits as a result of your position at the Company.
- When you work with an independent company as a director or in a similar role and that company takes actions or has interests that may make it difficult for you to make decisions on behalf of the Company objectively and effectively.
- Any direct or indirect ownership interest in any supplier or customer.
- Any consulting or employment relationship with any customer, supplier or competitor.
- Any outside business activity that detracts from your ability to devote appropriate time and attention to responsibilities with the Company.
- The receipt of any money, gifts or excessive entertainment from any company with which the Company has current or prospective business dealings.
- Being in the position of supervising, reviewing or having any influence on the job evaluation, pay or benefit of any immediate family member.
- Selling anything to the Company or buying anything from the Company, on terms and conditions that are not comparable with terms at which comparable employees are permitted to so purchase or sell.
- Taking for ourselves or our family, opportunities that are discovered through the use of corporate property, information or position, using corporate property, information or position for personal gain, and competing with the Company for business opportunities.
- Use of Company personnel, facilities, equipment, or supplies for personal benefit. Examples include the following:

    ➤ **Telephones and other Communications Equipment**

    Telephones and other communications equipment, including e-mail and faxes, are provided for Company business purposes. However, the Company recognizes that it may be necessary for an Employee to use Company communications facilities for personal reasons in the normal course of daily living, for example to advise a family member of a late arrival, or making or revising personal appointments concerning medicals, schooling or suchlike. Employees are expected to exercise good judgment and be reasonable whenever such Company communications facilities are used. Employees must pay for all personal long-distance telephone calls.

- **Company Credit cards**

Company Credit cards are provided for business need only. They should in no circumstances be used for personal expenditure even if there is a genuine intention at the time of use to reimburse the Company at the earliest opportunity.

- **Share Insider Information**

It is illegal to share company insider information based on available information that come to the notice of the director or an employee based on his position or responsibilities. It is not permitted to share material non-public information to third-party without obtaining appropriate approval from the CEO or the Board of Directors.

IV. GIFTS & HOSPITALITY

The Company's business interests are best served when commercial decisions are not influenced by such factors as gifts or entertainment. Only in this way can the Company sustain proper relationships with those organisations, firms and individuals doing business, or seeking to do business, with us. Accordingly:

a) Employees should not solicit gifts and may only offer or accept token or nominal business gifts of a promotional, recognition or commemorative nature given during business, provided the value of the gift(s) (either in one single gift given or in total in the aggregate per annum) does not exceed an actual or estimated value of USD 200.00 (Two hundred United States Dollars). Employees should neither give nor receive gifts in the form of cash, commissions, loans, securities, or their equivalent. Employees must report all instances of gifts offered or accepted which exceed these guidelines to the Compliance Committee Secretary for review using the Gifts/Entertainment Declaration Form. An annual report will be prepared for Compliance Committee review. [For the avoidance of doubt, where the employee reports the gift in terms of the Declaration Policy he or she may accept the gift but subject to the decision or outcome or any action recommendation relative to the gift made by the Compliance Committee.]

b) Employees are allowed to offer or accept normal business entertainment when it is reasonable and not extravagant in the circumstances. While a set financial limit or threshold cannot be realistically determined, it is expected that all Employees will use good judgment in each case, taking into consideration the character of the entertainment, its purposes and appearance, the positions of the persons providing the entertainment, the business context, applicable laws and social norms. In the event that the entertainment to be offered or received has any unusual or extravagant features, such as out of country paid travel, or free overnight accommodation, or does not otherwise meet any required business entertainment criteria, the Employee must review the matter with his or her Supervisor and make a declaration to the Compliance Committee Secretary for review and obtain Compliance Committee approval using the Gifts/Entertainment Declaration Form.

c) If you are invited by a customer or supplier to an event involving out-of-town travel or overnight stay, consult your manager to determine if there is adequate business rationale for your attendance. If there is, the Company should pay for your travel and attendance at the event. In no circumstances is it appropriate for the related travel and costs to be paid by a Third Party without approval from the Compliance Committee.

d) Employees are prohibited from giving gifts or providing entertainment to any public official whether in Oman or abroad without the prior written consent of the Compliance Committee.

Note: Employees must declare all offers of gifts or entertainment from contractors, suppliers or customers which contravene the allowed guidelines even where the Employee does not intend to accept.

A guiding principle concerning the giving and receiving of gifts and entertainment is openness and transparency. In order to protect the reputation of the Company and all Employees a 'Gifts and Entertainment Register' should be maintained by the Secretary for the Compliance Committee. On occasion, the Compliance Committee may approve the giving or receiving of gifts or entertainment of moderate value exceeding the above guidelines, if a definite business purpose is being served and the circumstances indicate that this is not a serious departure from the Company standards. In case of any doubt, an Employee should raise these matters with his or her supervisor or manager, and/or report the matter to the Compliance Committee via the Secretary for the Compliance Committee.

Employees must report all offers and acceptances to or from contractors, suppliers or customers of gifts and entertainment of actual or estimated value exceeding the above guidelines. Details of business purpose must also be provided. This would also include payment or receipt of expenses or free accommodation. A copy of the Gift Receiving/Giving Declaration Form.

Employees should neither give nor receive gifts in the form of cash, commissions, loans, securities or their equivalent.

V. CORRUPTION AND BRIBERY

The global nature of our business often requires that we interact with officials of various governments around the world. Transactions with governments are covered by special legal rules, and are not the same as conducting business with private parties. When faced with a situation where you are uncertain of the position you may consult with the Secretary of the Compliance Committee in the first instance to obtain clarity that you are aware of, understand and abide by these rules in any particular case.

A bribe is giving or offering to give, receiving or demanding to receive anything of value to or from a government or public official to influence a discretionary decision or any decision. Examples of bribes include payment to a government or public official to encourage a decision to award or continue business relations, to influence the outcome of a government audit or inspection, or to influence tax or other legislation. Other payments to agents of public service also may constitute bribes in some jurisdictions. Representatives of the Company should consult the Secretary of the Compliance Committee regarding local anti-bribery laws applicable in the jurisdictions where the Company conducts its business.

We do not offer, promise, give, demand or accept any undue advantage, whether directly or indirectly, to or from:

- A public official.
- A political candidate, party, or party official.
- A community leader or other person in a position of public trust; or
- Any private sector employee (including a person who directs or works for a private sector enterprise in any capacity).

To obtain, retain or direct business or to secure any other improper advantage in the conduct of business.

If you are in doubt about the legitimacy of a payment that you have been requested to make, including facilitation payments, seek guidance from the Secretary of the Compliance Committee in the first instance.

The Company may be held liable for bribes paid by a third-party agent or consultant acting on the Company's behalf. Take particular care when evaluating a prospective third party who might interact with the authorities on behalf of the Company. You must not engage a third-party agent or consultant if there is any reason to objectively believe that the agent or consultant is likely to bribe or attempt to bribe any official.

VI. TENDERING AND CONTRACTING

The Company has established policies and procedures for the tendering and awarding of contracts, which must be strictly adhered to and followed by all employees. It is the Policy of the Company that:

a) All contracts should be awarded on the basis of competitive bids (except in those circumstances where a negotiated bid is authorized in an emergency situation, or a sole source is approved, or it is otherwise permitted by the Tender Law).

b) The Company's actions with bidders or potential bidders are fair, ethical and beyond reproach.

c) All contracts receive proper review and approval within the authorities delegated.

d) The Company's financial and legal interests are protected in so far as this is possible in the circumstances.

e) Technical and commercial evaluations of contract proposals are thoroughly and objectively performed.

VII. BUSINESS INTEGRITY

Relations with Customers, Suppliers and Consumers

The Company values its partnerships with customers, suppliers, and partners, and always strives to treat them in the same manner as we would expect to be treated; with fairness, honesty, and respect. As such, we:

- do not engage in unfair, deceptive, or misleading practices; and,
- always represent the Company in an honest and forthright manner.

Market Intelligence

Personnel are encouraged to collect, share, and use market information, but to do so only in a legal and ethical manner. Just as the Company values and protects its own non-public information, we respect the non-public information of other companies.

Acceptable Intelligence Gathering

It is acceptable to collect market intelligence through publicly available information or ethical inquiries. For example, you may gather and use information from sources such as:

- Publicly available filings with government agencies.
- Public speeches of company executives.
- Annual reports.

- News and trade journal articles and publications.

You may also accept market intelligence offered by a third party, as long as there is no reason to believe that the third party is under contractual or legal obligation not to reveal such information.

Prohibited Activities

The following basic restrictions apply to our ability to gather market intelligence:

- Do not engage in any illegal or illicit activity to obtain market information. This includes theft, trespassing, eavesdropping, wiretapping, computer hacking, invasion of privacy, bribery, misrepresentation, coercion, espionage, or threats.
- Do not accept, disclose, or use market information that you know or have reason to believe was disclosed to you in breach of a confidentiality agreement.
- Do not disclose or use market information that is, or you believe should have been, marked "proprietary" or "confidential" without consulting the Legal Department.

Trade Restrictions and Sanctions

The Company must comply with all legally applicable sanctions, trade restrictions and boycotts imposed by the Omani Government or other jurisdictions where we operate in the particular facts and circumstances where these laws of any jurisdiction are legally binding upon the Company and its subsidiaries. Such restrictions may prohibit the Company from importing or exporting goods from or to certain countries, or engaging in certain business activities in specified countries, and with specified individuals and entities. Sanctions for non-compliance can be severe; including fines, getting listed in international enforcement lists for secondary sanctions and the Company may be prohibited from further participation in certain trade.

Antitrust and Competition

Any agreement or joint activity involving the Company and a third party, the intent or effect of which is to reduce competition, may violate antitrust rules, also referred to as competition rules, are laws enacted to protect consumers from predatory business practices by ensuring that fair competition exists in the marketplace. These laws prohibit, among other things, engaging in anti-competitive practices such as the exchange of sensitive information with competitors that may hinder competition.

In all contacts with competitors, including social settings, Directors and Personnel should avoid discussing matters such as pricing policy, terms and conditions of sale or credit (other than in arm's length negotiations), costs, inventories, marketing and product plans, market surveys and studies, production plans and capabilities, allocation or division of territories, sales, customers or jobs, boycotts, information relating to compensation or benefits, or any other competitively sensitive or proprietary or confidential information.

Know your Counterparty.

Knowing your counterparty is an essential aspect to ensuring that the Company's business is conducted with integrity and in accordance with applicable laws. Dealing with counterparties engaged in improper, illegal, or simply questionable business activities can have undesirable consequences for the Company ranging from diminishing the Company's reputation to legal sanctions. All counterparties must be subject to a due diligence screening prior to entering into a business relation.

VIII. CIVIC AND POLITICAL ACTIVITIES

Employees are encouraged to participate in civic, charitable, or political activities so long as such participation does not encroach on the time and attention they are expected to devote to their company-related duties. Such activities are to be conducted in a manner that does not involve the Company or its assets or facilities and does not create an appearance of Company involvement or endorsement.

No political contributions using Company funds, resources or premises are permitted to be made, directly or indirectly, to any political candidate or party in the Sultanate of Oman or anywhere else in the world, except where such contributions are permitted by law and have been approved by the Board of Directors.

IX. CONFIDENTIAL INFORMATION

Employees should observe the confidentiality of information that they acquire by virtue of their positions at the Company, including information concerning customers, suppliers, competitors, and other Employees, except where disclosure is approved by the Company or otherwise legally mandated. Of special sensitivity is financial information, which should under all circumstances, be considered confidential except where its disclosure is approved by the Company, or when it has been publicly available.

Consider Your Actions

Do not disclose non-public information to anyone outside the Company, including to family and friends, except when disclosure is required for business purposes. Even then, take appropriate steps, such as execution of a confidentiality agreement, to prevent misuse of the information.

Do not disclose non-public information to others inside the Company unless they have a business reason to know.

Employees are obliged to always protect the Company's non-public information, including outside of the workplace and working hours, and even after employment ends. Employees will have signed a confidentiality undertaking as part of their employment contract. If there is any uncertainty over confidentiality issues, the Secretary of the Compliance Committee ought to be approached in the first instance for guidance and further action in this regard.

X. BUSINESS AND FINANCIAL INFORMATION

Employees are required to ensure the accuracy of the Company's business and financial records within the framework of their professional duties. These professional duties and corresponding obligations include not only financial accounts, but other records such as quality reports, time records, expense reports and submissions such as benefits claim forms and employment applications.

Ensuring accurate and complete business and financial records is everyone's responsibility, not just a role for accounting and finance personnel. Accurate recordkeeping and reporting reflect on the Company's reputation and credibility and ensures that the Company meets its legal and regulatory obligations.

Always record and classify transactions in the proper accounting period and in the appropriate account and department. Do not delay or accelerate the recording of revenue or expenses to meet budgetary goals.

Estimates and accruals must be supported by appropriate documentation and be based on your best judgment.

Ensure that all reports to regulatory authorities are full, fair, accurate, timely and understandable.

Never falsify any document.

Do not distort the true nature of any transaction.

Never enable another person's efforts to evade taxes or subvert local currency laws. For this reason, payments generally should be made only to the person or firm that actually provided the goods or services.

XI. OCCUPATIONAL HEALTH AND SAFETY

Our Health, Safety and Environment framework requires us to focus on hazard identification, risk analysis and risk management, including identifying low likelihood events that if they happened, could have major consequences.

Health

The Company recognizes that a healthy and productive workforce is essential to our success, and we are committed to preventing occupational illness. Our target is to achieve a significant reduction in new cases year on year through the identification, evaluation and control of workplace exposures and the implementation of health and well-being programs.

Safety

Everyone's behavior contributes to an incident and injury free workplace. Full and consistent implementation of the Company's safety standards, systems and procedures is required wherever we operate.

Our stated goal is Zero Harm. We aim to build a sustainable safety culture that requires visible and committed leadership, a high level of participation from Personnel and contractors, the development of learning, and an actively caring workplace.

Environment

As with Safety and Health, we also put the environment first. We strive to continuously improve our environmental management programs and abide by or exceed the regulations designed to minimize the risk of adverse effects on the environment resulting from our business activities.

Sustainable Development

As a responsible corporate citizen, the Company is dedicated to contributing to a vibrant, sustainable and robust economy for all people in the Sultanate of Oman through investing in strategic sectors and advancing local communities. Social commitment is a key element of the Company's strategy to develop targeted sustainable programs to elevate the quality of people's lives. This is achieved through, among other things, the responsible and ethical conduct of business, as well as voluntary outreach, bringing direct and tangible benefits to the communities where the Company operates.

XII. DRUGS AND ALCOHOL

In order to safeguard Employees and company assets and to comply with the laws of the Sultanate of Oman, the Company is committed to maintaining a drug and alcohol-free working environment. Accordingly, the possession, use, distribution or sale of any prohibited substance or alcohol on company property or while conducting company business in business hours (and during any time that our operations are conducted) is strictly prohibited. Any violation of this policy will be grounds for disciplinary action, up to and including termination of employment. When serving on board or visiting any of the Company's Vessels, Employees should comply with the Vessel's standing orders in relation to Drug and Alcohol use.

XIII. WORKPLACE PRACTICES

Employment

Respect is central to a harmonious workplace, and we are accordingly fully committed to maintaining a working environment where the rights of individuals are upheld and where their dignity is affirmed, free of intimidation, discrimination, or coercion of any kind.

Therefore, we:

- Prohibit discrimination on the basis of race, gender, national origin, religion, age, sexual orientation, politics, or on the basis of any personal characteristic protected by law.
- Value diversity highly, and welcome Personnel from a wide range of cultures and races, as well as treat genders equally.
- Forbid using inappropriate language in the workplace, including profanity, swearing, vulgarity or verbal.
- Do not allow coercion or intimidation in the workplace. Workplace harassment includes threats, bullying, and subjecting individuals to ridicule or exclusion.
- Oppose, and do not permit the use of, forced or child labor.
- Implement equitable and transparent remuneration systems.
- Work to improve employment skills and competencies by regular performance reviews and undertaking education, training, and coaching as appropriate.
- Do not tolerate sexual harassment. Sexual harassment may include unwanted sexual advances sexual jokes, subtle or overt pressure for sexual favors, sexual innuendoes, and offensive propositions.

Non-adherence to above by employees may lead to staff being subject to the provisions of Oman Penal Law Promulgated by Royal Decree 7/2018 and its amendments in 2022 in addition to any appropriate Disciplinary Action which may be brought.

Privacy

The Company respects the privacy of its Personnel. Accordingly, we must handle personal data responsibly and in compliance with all applicable privacy laws. Personnel that handle the personal data of others must:

- Act in accordance with applicable law.
- Act in accordance with any relevant contractual obligations.
- Collect, use and process such information only for legitimate business purposes.
- Limit access to the information to those who have a legitimate business purpose for seeing the information; and
- Take care to prevent unauthorized disclosure.