

Integrated Management System

Compliance & Ethics Policy



Zawawi Infrastructure

Zawawi Infrastructure in compliance with our Corporate Governance and Policies, affirm the core principles driving our actions and our relationships with our stakeholders, clients, employees, contractors, sub-contractors and the local community. Our Rules of Conduct highlight the ethical and compliance issues which should be understood and complied with by all employees.

- ✓ **Strict compliance with laws & company procedures**
- ✓ **Respect for people**
- ✓ **Accuracy & Reliability of data**
- ✓ **Free competition**
- ✓ **No conflicts of interest**
- ✓ **Protection of assets**
- ✓ **Political neutrality**
- ✓ **Sustainable development**
- ✓ **Reporting of violations**
- ✓ **Zero tolerance to bribery or corruption in any form**

OUR AIMS, GOALS & OBJECTIVES

- Ensure that the principles and objectives of this policy are communicated throughout the workforce. Every employee receives appropriate induction and awareness on our Rules of Conduct and complete a test of acknowledgment of understanding.
- Ensure employees promote a professional behaviour, be true and honest, show respect for people, record & submit accurate data, protect company property and raise issues or concerns.
- Top Management will lead by example, take responsibility and enforce accountability to ensure our aims and expectations are delivered.
- Develop and maintain a culture of "Zero Tolerance" towards bribery & corruption and compliance with anti-bribery laws that are applicable to us. Failure to comply with the Rules of Conduct will be dealt with by disciplinary action and may lead to criminal prosecution.
- Ensure employees are encouraged to report any violation of the Rules of Conduct to their line manager, human resources or the compliance officer while maintaining confidentiality or alternatively, use the Suggestion and Complaint Box has been placed in a designated area where anyone can anonymously submit their grievances, concerns, or suggestions.
- To monitor implementation of the Anti-Bribery Management System by defining and monitoring key performance indicators and regularly review the actions plans to achieve the agreed targets (Where applicable).

Pinaki Saha
General Manager
Zawawi Infrastructure



ZI-IMS-P5-V1- 25/05/2025

