

AL-KONDA COMPANY



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Code of Ethics

AS a company, AL-KONDA believes that code of ethics reflects the company's daily operations, core values and overall company culture. Legal and ethical conduct is a cornerstone of the company's values. Our Code of Business Principles and Ethics is fundamental to our culture of performance with integrity. It is the policy of the Company to provide our Code of Ethics and Business Conduct, which will serve as a guide to proper business. AL-KONDA's Code of ethics includes a decision-making model which employees can follow when facing ethical dilemmas.

Purpose of code of conduct:

AL-KONDA' Code of Conduct is designed to maintain a set of standards for the company's current and potential suppliers. The purpose is also to provide clarification of terms that may be unclear and examples of concepts that may be misunderstood.



Thaeir Konda
Chief Executive Officer



- **Build Trust and Credibility**

The success of our business is dependent on the trust and confidence we earn from our employees, customers and shareholders. Our work depends on the confidentiality. This includes using any information for its intended purpose only and not divulging information to any unauthorized party without the necessary consent from those involved unless disclosure is required by law and regulation.

- **Respect for the Individual**

We all deserve to work in an environment where we are treated with dignity and respect. AL-KONDA is committed to create such an environment because it brings out the full potential in each of us, which, in turn, contributes directly to our business success.

AL-KONDA Company is an equal employment/affirmative action employer and is committed to provide a workplace that is free of discrimination of all types from abusive, offensive or harassing behavior.

- **Child Labour**

AL-KONDA believes that child shall be protected from performing any work that is likely to be hazardous or interfere with the child's education. No child shall be employed under the age of 18.

- **Environment**

Safety is our first value. Safety includes everything we do to ensure the wellbeing of our people, in terms of health, wellness and safety risk. Employers shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

Thaeir Konda
Chief Executive Officer



- **Nondiscrimination**

AL-KONDA Company provides equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. No person shall be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin.

- **Safety**

AL-KONDA provides a clean, safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace by following safety and health rules and practices and reporting accidents, injuries and unsafe conditions, procedures, or behaviors.

AL-KONDA place people first and correspondingly put the highest priority on safe practices and systems of work. We are responsible for seeking out new and innovative ways to prevent injury and illness in our business and to ensure that our workplaces are free of occupational injury and illness.

- **Drinking**

Employees are not permitted to come to work or attend to company business under the influence of alcohol and illegal drugs. The use, possession, distribution, sale and purchase of alcohol and illegal drugs including controlled substances in the workplace will not be tolerated.

- **Mines and weapons**

The possession of weapons of any sort in the workplace, is prohibited. AL-KONDA Company abhors the accidental or deliberate use of nuclear, chemical, biological and conventional weapons and land mines; all of which undermine health and threaten survival.

Thaeir Konda
Chief Executive Officer

