Anti-Bribery Policy

1. Purpose

This policy establishes Ekan International Construction Energy Contracting and Trade Limited Company 's zero-tolerance approach to bribery and corruption in all its operations. Our aim is to comply with national and international laws, maintain an ethical business culture, and uphold our credibility with customers and business partners.

2. Scope

This policy applies to all employees, managers, subcontractors, suppliers, and business partners of the company.

3. Definitions

- **Bribery:** Any material or immaterial value given directly or indirectly to gain a business advantage.
- **Facilitation Payment:** Small payments made to expedite official procedures. Such payments are strictly prohibited.
- **Gifts and Hospitality:** Gifts or invitations offered in business relations. Only reasonable, symbolic, and legal limits are acceptable.

4. Core Principles

- Employees must never give or receive bribes under any circumstances.
- Payments to public officials or private sector representatives to gain business advantages are prohibited.
- Gift and hospitality practices must comply with company-approved procedures.
- Anti-bribery clauses must be included in contracts with third parties.

5. Responsibilities

- **Employees:** Must comply with all provisions of the policy.
- **Managers:** Responsible for informing employees about the policy and ensuring its implementation.
- **Compliance Unit:** Oversees policy enforcement, evaluates reports, and takes necessary actions.

6. Reporting and Notification

Employees can report suspicious situations or policy violations confidentially. The company does not impose sanctions on any employee who reports in good faith.

7. Sanctions

In case of violation of this policy:

- Disciplinary actions will be applied.
- Employment contracts may be terminated.
- Legal authorities will be notified when necessary.

8. Training and Awareness

All employees receive regular anti-bribery training and are informed about the policy.

9. Review

This policy is reviewed and updated at least once a year.