



Business Integrity Policy

Purpose

This policy outlines the framework of commitment to behaving ethically and maintaining the highest standards of integrity in the conduct of our business.

Commitment

Integrated Engineering & Technology LLC (IET) is committed to behaving ethically in all that we do.

We are committed to the practices for performing our activities in responsible and fair manner promoting the highest standards of integrity. To achieve this, we comply with all legal requirements respecting the cultures and customs where we work.

We are committed to countering all forms of bribery and corruption and prohibit the giving or receiving of bribes, including facilitation payments and gifts or hospitality that may improperly influence business decisions. We work to continually improve our anti-bribery systems and practices.

We prohibit the payment of donations or charities to obtain a business advantage.

We protect the integrity of our operations by ensuring decisions are made in the best interests of IET and are not influenced by other external interests.

We respect and abide by national and international trade laws. We compete fairly, respecting the laws and ethical practices of the jurisdictions where we work.

Adhering to this policy is a condition of employment and breaches will result in disciplinary action.

We recognise that our clients, suppliers and partners are essential to the long-term success, resilience and sustainability of our business. We are therefore committed to working only with those who operate in a way that is consistent with our standards set out in this policy and meet the Values.

Responsibility

The General Manager is responsible for this policy and for its effective implementation.

IET ethics and compliance representative shall have the authority and independence to design systems and frameworks to implement this policy. IET ethics and compliance representative shall provide guidance and advice on issues within the scope of this policy and report on performance to the Top Management.

Process Owners ensure we meet our standards of integrity on a day-to-day basis and are responsible for monitoring and reviewing their implementation.

Project managers are responsible for assessing and treating risks relating to our standards of integrity within their projects.

All of us are responsible for ensuring we behave ethically, meeting our standards of integrity and for promoting our Code of Conduct and Values.

Approach

Our relationships with suppliers, subcontractors and other business partners are based on mutual respect and good governance.

We carry out due diligence to evaluate the bribery risk and integrity standards of clients, suppliers, subcontractors and other business partners and will withdraw from contracts when unethical business practices are suspected – we seek clauses in our contracts which permit us to do this.

Our integrated management system is complying to ISO 37001 anti-bribery management standard.

We all receive training on IET Code of Conduct, Business Integrity policy and supporting processes as part of induction and throughout our employment.

While business entertainment and gifts can generate goodwill and improve working relationships, we avoid situations that could interfere or appear to interfere with the impartial discharge of the IET's duties. Where gifts and hospitality are given and received, this is done so openly and transparently. We take great care when considering providing gifts or hospitality to government officials to ensure we do not breach their working regulations.

We identify and manage actual, potential and perceived conflicts of interest as soon as they arise.

We encourage colleagues to seek help and advice from line management if they suspect our Code of Conduct and Values are being breached and provide confidential resources to report concerns when violations occur.

We are committed to making our communications, marketing and publications factually correct, ethical and fair. We compete vigorously but do not seek to misrepresent our competitors.

A blue ink signature of Hamed Nasser Hamed Al Hinai.

Hamed Nasser Hamed Al Hinai
Director and Board Member
01-Nov-2024