

Anti-Corruption Policy

We at Hasoon United, we are committed to the highest standards of ethics and integrity in all our activities. This Anti-Corruption Policy sets forth Hasoon United's commitment to ensure that all employees are abiding by local anti-corruption laws of State of Kuwait. This means that Hasoon United prohibits giving, offering, promising or receiving anything of value, directly or indirectly, with the intent to obtain an improper business advantage.

- This Policy applies to all employees including managers and supervisors.
- Anti-Corruption Laws of State of Kuwait prohibit bribery and corruption. These laws commonly require the company to have an adequate system of internal financial controls, and to keep accurate and detailed books and records. Violation of these laws may give rise to criminal offenses punishable by fines and imprisonment, and individual liability may extend to those planning, carrying out or condoning prohibited acts.
- All personnel are expected to be aware of, and comply with this policy and immediately report, actual or suspected violations to your direct manager or to company's executive manager.
- Managers are expected to oversee their direct reports' understanding and compliance with the policy. Violations of this policy by any personnel may result in disciplinary action up to termination of employment as well as the potential for prosecution, fines or imprisonment in accordance with applicable laws.
- If any personnel is taking actions or may be considering taking actions that are suspicious and may be a violation of this policy, you must immediately report these actions or suspicions to your direct manager or to company's executive manager.
- This policy will be communicated in writing to all employees on annual basis (or as and when required). Management will periodically audit and monitor its activities to ensure compliance with this policy.
- You are strongly encouraged to ask any questions that you may have regarding this policy, or actions you believe might be in violation of such laws. These questions should be directed to company's executive manager.

Regards,
Vikram Chopra



Executive Manager