



At **Neft Enjaz Company for Oil Services**, we are committed to conducting all operations with integrity, professionalism, and full compliance with applicable laws and industry regulations. Every employee is expected to uphold the highest ethical standards, ensuring that their actions reflect positively on the Company and contribute to a culture of trust and accountability.

Professionalism and Integrity

Employees must act with objectivity, fairness, and professionalism in all business dealings. Misuse of authority or influence for personal gain is strictly prohibited. All decisions and actions should serve the best interests of Neft Enjaz Company for Oil Services and its stakeholders.

Conflict of Interest (To prevent conflicts of interest) :

- Employees and their immediate family members (spouses and household members) may not hold ownership interests in or own property with the Company's vendors, suppliers, contractors, customers, or competitors—unless explicitly approved in writing as non-conflicting.
- This restriction does not apply to publicly traded shares.
- Employees must not work for or engage in business with competitors in any capacity.
- Any external business activities or investments related to the oil and gas industry must be disclosed and reviewed by management.

Conduct with Clients and Partners

Employees and their family members must not accept personal benefits—whether solicited or unsolicited—from vendors, suppliers, contractors, or agencies. This includes gifts, discounts, loans, entertainment, or other favors that could compromise professional judgment.

Use of Company Resources

Company funds and assets must be used responsibly and only for lawful purposes. The following are strictly prohibited:

- Bribes, kickbacks, or excessive commissions
- Gifts or payments to foreign officials, political entities, or candidates
- Any nominal gifts to administrative personnel without discretionary authority must be pre-approved by senior management and properly documented

Compliance and Reporting

All employees are expected to comply with this policy and report any violations or concerns. Neft Enjaz Company for Oil Services fosters a culture of ethical responsibility, ensuring that our operations reflect the highest standards of integrity, transparency, and fairness.

**Neft Enjaz Company
for Oil Services**