



At **Neft Enjaz Company for Oil Services**, we are committed to conducting our business with integrity, transparency, and full compliance with all applicable laws and regulations. We adopt a strict zero-tolerance approach to bribery and corruption, ensuring that all our operations uphold the highest ethical standards.

Scope

This policy applies to all employees, contractors, suppliers, and third parties acting on behalf of **Neft Enjaz Company for Oil Services** worldwide. Everyone is expected to align with our principles of honesty, fairness, and accountability.

Definition of Bribery

Bribery is defined as offering, promising, giving, or accepting financial or other benefits to improperly influence decisions or secure unfair advantages. Examples include:

- Offering money, gifts, or favors to secure business contracts.
- Accepting gifts or hospitality that compromise impartial judgment.
- Providing or receiving kickbacks in exchange for deals.

Employee Responsibilities

Employees are required to:

- Never engage in any form of bribery or corruption.
- Refuse and immediately report any attempted bribery.
- Ensure that gifts and hospitality are modest, proportionate, and fully transparent.
- Disclose any actual or potential conflicts of interest without delay.

Third Parties

All third parties working with **Neft Enjaz Company for Oil Services** must comply with this policy. Agreements with contractors, suppliers, and partners will include explicit anti-bribery provisions. Proper due diligence will be carried out to ensure compliance.

Gifts and Hospitality

Token gifts and reasonable hospitality may be acceptable when appropriate, but they must be disclosed and documented. Extravagant or inappropriate offerings are strictly prohibited.

Compliance and Monitoring

Violations of this policy will lead to strict disciplinary measures, which may include termination of employment, contract suspension, or legal prosecution. Regular reviews of this policy will ensure continued compliance with evolving laws and regulations.

At **Neft Enjaz Company for Oil Services**, we are committed to maintaining integrity, protecting our reputation, and ensuring that all business activities are carried out ethically and responsibly.

**Neft Enjaz Company
for Oil Services**