

AZRB GROUP CODE OF ETHICS & CONDUCT

AZRB Group of Companies (“the Company”) is committed to maintaining the highest standards of integrity and professionalism in its business dealings. At all times, we comply with the laws of the country where we have operations and we conduct ourselves with the highest level of ethical behaviour.

To promote and instil in our Employees the standards of conduct which are expected of them, the Board of Directors has introduced the Company’s policies and guidelines in the AZRB Group Code of Ethics & Conduct (“the Code”).

Every Employee is expected to be familiar with, understand and comply with all provisions detailed in the Code. Where the Employee has doubts whether certain conduct or situation is inconsistent with the Company’s policies or the provisions of the Code, it shall be the Employee’s responsibility to seek clarification from Human Resource Department.

The objective of the Code is to ensure that the Company’s business interactions are being conducted fairly, impartially and should not in any circumstances, be tainted by malpractices.

1. BASIC PRINCIPLES

The underlying basic principles behind the Code are as follows:

- To be honest;
- To avoid situations where the personal interests of the Employee conflict with the interests of the Company, and to avoid the appearance of a conflict of interest in the opinion of the Company;
- To avoid abuse or misuse of the Employee’s position in the Company;
- To maintain secrecy of confidential information obtained by reason of employment in the Company, and not to disclose or use such information for personal advantage; and
- To avoid placing the reputation of the Company in jeopardy.