



At ADAD Engineering Services, we are committed to conducting business with integrity, transparency, and compliance with all applicable laws. Bribery and corruption are strictly prohibited, reflecting our zero-tolerance approach to unethical practices.

Scope

This policy applies to all employees, contractors, suppliers, and third parties acting on behalf of ADAD Engineering Services globally, ensuring that our operations maintain the highest ethical standards.

Definition of Bribery

Bribery involves offering, promising, giving, or accepting financial or other advantages to influence decisions or secure improper benefits. Examples include:

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

Employee Responsibilities

Employees must:

- Never engage in bribery or corruption.
- Refuse and report any bribery attempts.
- Ensure gifts and hospitality are reasonable, proportionate, and transparent.
- Disclose conflicts of interest immediately.

Third Parties

Third parties must adhere to this policy, and agreements with them will include anti-bribery clauses. Due diligence ensures compliance.

Gifts and Hospitality

Reasonable token gifts may be permitted but must be disclosed and documented. Lavish or inappropriate offerings are prohibited.

Compliance and Monitoring

Breaches of this policy will result in disciplinary actions, including termination or legal prosecution. Regular reviews ensure policy effectiveness and alignment with laws.

ADAD Engineering Services upholds ethical practices, maintaining integrity across all operations.

Aws Hamo
President & CEO