



**Quality Management System**

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Document Title:  
**NON-DISCLOSURE AND NON-COMPETITION AGREEMENT POLICY**

**NON-DISCLOSURE AND NON-COMPETITION AGREEMENT POLICY**

**Al Dhafra Recycling Industries LLC** has a strict policy regarding the protection of its confidential information and trade secrets. The company takes its obligation to safeguard its proprietary information seriously and requires all employees who have access to such information to sign a Non-Disclosure and Non-Competition Agreement.

The Agreement prohibits individuals from disclosing any confidential information, including but not limited to business plans, financial information, customer lists, and intellectual property, to any third party. It also prevents individuals from using this information to compete with the company, directly or indirectly, during their employment or contract term, as well as for a specified period after termination.

Any violations of this Agreement are taken seriously by the company and may result in disciplinary action, termination of employment or contract, and/or legal action. The company reserves the right to update and modify this policy as needed to ensure the protection of its confidential information.

**Talal Tabbakh**  
General Manager