



Quality Management System

Effectivity Date:
30 March, 2015

Reviewed Date:
07 January, 2024

Document Title:

CODE OF ETHICS POLICY

Document Code:
ADRI-SYS-PO-005

Rev. No.
12

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CODE OF ETHICS POLICY

Acting with integrity is fundamental to the way **Al Dhafra Recycling Industries LLC** operate. This Code of Ethics outlines the principles and standards which all employees are expected to comply with in the performance of duties.

In conducting our business we will:

- ❖ Communicate the ADRI Code of Ethics to all employees and other stakeholders as appropriate;
- ❖ Comply with all applicable customs, laws, regulations and statutory obligations in the countries in which we operate;
- ❖ Act honestly and with integrity in all areas of our business dealings;
- ❖ Respect the values of others;
- ❖ Accept responsibility and be accountable for our actions;
- ❖ Avoid situations resulting in a conflict of interest, bribery or the use of inducements to secure business;
- ❖ Use Al Dhafra Recycling Industries' assets only for company purposes; and
- ❖ Periodically review and revise this Code of Ethics to maintain its relevance.
- ❖ Authorizing and signing the Policy by Top Management.

It is the responsibility of each individual to maintain the highest standards of ethical behaviour. Employees are encouraged to raise concerns which will be investigated and taken very seriously by the Ethics Committee. Guidelines were laid down by ADRI as per Code of Conduct and ADRI Ethics reporting.

Talal Tabbakh
General Manager