





شركة بركاء لتحلية المياه ش م ع م  
Barka Desalination Company SAOC

## ETHICS CHARTER

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## 1. INTRODUCTION

Barka Desalination Company SAOC (“BDC”) values are expressed in the way we work. BDC's ethical standards stipulated in this ethics charter (“Ethics Charter”) are reflected in the fundamental principles that guide BDC’s practices: compliance with laws and regulations, integrity, fairness, honesty, and respect for others.

The following rules and principles apply to all directors and employees of BDC.

The Management of BDC must communicate this Ethics Charter to its advisers, suppliers, the EPC Contractor and the O&M Contractor in order for them to commit to apply similar principles in their operations.

## 2. BDC CORE VALUES

### a) Acting in Accordance with Laws and Regulations

An overarching principle is that in all circumstances, BDC employees must respect the international, national, local laws and regulations, and ethical and professional codes of practice applicable to their activities. They will equally adhere to internal decisions and other regulations issued by BDC.

### b) Establishing a Culture of Integrity

BDC accept no compromise in the matter of integrity, which must govern all its day-to-day business relations and professional practices. This being the case, BDC attach the greatest importance to ethical professional behavior of their employees, both towards colleagues and third parties.

In practice, integrity also demands that BDC employees should avoid any situation likely to create a conflict between personal interests and those of BDC.

### c) Behaving Fairly and Honestly

The quality of a relationship depends primarily on the fairness and honesty of the parties, especially in the performance of contracts. This quality means that BDC make and respect the commitments knowing the limits of own capacities, so that BDC do not make promises which cannot be respected.

This means that each time BDC communicate with other parties, BDC do so in good faith, in a constructive spirit, with awareness of the other's needs and with the intention of providing genuine, accurate and comprehensive information.

This principle applies not only to the BDC relations with customers, shareholders, investors, suppliers, non-governmental organizations (NGOs) and the public, but also to the BDC's internal communication among employees or between departments.

The aim of BDC is to establish long-term relations with its partners. This ambition cannot be realized without fair and honest behavior which constitutes the mutual trust. Beyond this and in all circumstances, the BDC's success depends on its reputation.

From this point of view, a failure to act fairly and honestly represents a threat to the future of the BDC, to its image, its shareholders and its employees.

#### d) Respecting Others

The principle of mutual respect is about reciprocity, each party having rights to claim and duties to fulfill. That is why BDC attribute equal value to both parties, whether in their dealings with people or with corporate entities.

This principle applies particularly to respect for the rights of individuals, for their dignity in all circumstances and for their differences, as well as the respect for cultures.

An imperative for employees in the performance of their functions, respect for others also governs the relations of any entity with its employees.

This principle governs BDC's policy on the respect for private life and diversity, the fight against discrimination and the prevention and punishment of bullying and harassment. From a wider perspective, it guides BDC's policies on a good relationship with all parties and on conflict resolution.

#### e) Anti Corruption

BDC recognizes that continuing to provide societal good requires obedience to laws and strict attention to compliance. BDC does not need any profit, regardless of amount, if such profit is obtained through illicit means such as bribery.

No money, entertainment, gifts, or anything of value in order to obtain illicit gains shall be given to any public or quasi-public official in any country.

No money, entertainment, gifts, or anything of value in order to obtain illicit gains shall be given to any director, officer or employee of any private entity.

### 3. GUIDELINES FOR IMPLEMENTATION

#### a) Clear Instruction

Managers must inform each employee of his or her duties in simple, practical, and concrete terms, by clarifying the measures and procedures to apply in areas such as confidentiality of information, commercial practices, internal company relations, and conflicts of interest.

#### b) Distribution of Ethics Charter

For the full dissemination to all employees, this Ethics Charter will be distributed to all employees.

#### c) Appointment of an Ethics Officer

The Board of Directors of BDC shall appoint the Ethics Officer.

All employees are invited to freely contact the Ethics Officer in order to seek guidance and advice, or even to draw attention to difficulties with or violations of the Ethics Charter.

Confidentiality will be maintained at all times to the extent possible in order to protect employees and information will only be disclosed strictly on a need-to-know basis.

#### d) Monitoring the Implementation of the Ethics Charter

The Ethics Officer shall record any notification of violation of this Ethics Charter.

The Ethics Officer shall send a report to the Chairman of the Board of BDC about the status of compliance and the corrective measures taken, if any, every year. The Chairman of the Board of BDC shall issue a "Compliance Letter" to the Board of Directors of BDC annually.

e) Responsibility for Ethics Charter Compliance

At all levels of BDC, from Board of Directors' member to employee, all have an absolute duty never to act in a way that could cast the slightest doubt on the ethical integrity of BDC.

All persons, acting on behalf of BDC regardless of their responsibilities and position, must be aware that any violation of the Ethics Charter on their part is their personal responsibility and will result in appropriate disciplinary action.