

K1 Company	
Business Ethics & Anti-Corruption Policy	
QHSE Department	

Anti-corruption policy

It is the policy of K1 group that all of its directors, employees, contractors, consultants, and agents representing K1 group and all of its subsidiaries and affiliates shall comply fully with all applicable provisions of KRG Iraq corrupt practices and all other equivalent anti corruption and/or anti-bribery legislation applicable to the company (whether under its jurisdiction of incorporation or the conduct of its business operations).

Business Conduct and Ethics policy

It is the policy of K1 group to conduct its business in accordance with applicable laws, rules, and regulations, with honesty and integrity, in a manner that demonstrates respect for local cultural and Ethic customs, and with a strong commitment to the highest standards of ethics. We demand high standards of integrity and sound ethical judgment from our personnel at all times.

Strict compliance with the provisions of the Company's Code of Business Ethics and Conduct and anti-corruption policy and its annexures is mandatory for all directors, employees, contractors, and agents, it is, therefore, essential that all personnel familiarize themselves with their requirements.

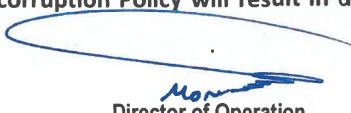
Each director, employee, contractors, and agents of the company shall annually certify that he or she

- ❖ has read the code of Business conduct and ethics.
- ❖ has not violated any requirements thereof during the preceding year.
- ❖ is not aware of any materials violation of the code's requirements by any other person.

The K1 group will:

- ❖ Communicate the requirements through different channels and job descriptions to all personnel.
- ❖ Ensure documentation of all policies and procedures in a manner that makes them readily accessible to and easily understandable by all employees.
- ❖ Provide training and guidance to all employees to ensure they meet the company's goal of conducting business in an ethical manner.
- ❖ entrench a culture that is characterized by our employees' tradition of "doing the right things" and abiding by the rule of law.

Failure to follow the rules regarding Business ethics and anti-corruption Policy will result in disciplinary action up to and including termination.


 Director of Operation
 Sign: Mohammed N. Jalal
 Date: 14 Jan. 2024

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