We have implemented a Business Ethics and Compliance program throughout our network. At the heart of the program is the Business Ethics and Compliance Code. The Code's Principles and associated rules and procedures apply to all Group activities, and include standards for technical and professional conduct in the following areas:

- Integrity
- Conflicts of interest
- Confidentiality and Data Protection
- Prevention of bribery
- Ethical marketing and fair competition
- Corporate social responsibility - Health and Safety, Fair Labour

All employees and subcontractors are required to comply with the Code and receive training to ensure compliance. We encourage transparency and foster a workplace environment where ethical issues can be raised, and guidance given accordingly. Our dedicated Compliance Department supports employees and management throughout our organization to ensure a rigorous implementation of our integrity and ethical standards.

Most importantly, we place business ethics and compliance above all commercial considerations. To ensure the effectiveness of the implementation of our Code, we subject our Business Ethics and Compliance program to an annual independent assessment conducted by the company's external auditors.

Compliance Committee

The Compliance Committee was established to look after the implementation and compliance to the business ethics and compliance Program. The Committee, chaired by the Chief Executive Officer, and comprises of 4 members from HR, QHSE, Legal and internal audit departments.

The Compliance Committee conducts periodic reviews of our Business Ethics and Compliance Program throughout the Group and provides policy guidance to the Board on compliance-related matters.