

Acknowledgment of PLADCO's Code of Conduct

(Applicable to all Partners, Suppliers, Vendors, Manufacturers, Contractors, and Sub-contractors)

PLADCO is committed to the highest ethical and legal standards in the conduct of its business. PLADCO requires all partners, suppliers, vendors, manufacturers, contractors and sub-contractors with which PLADCO conducts business to acknowledge and agree to abide by the policies and principles set forth in the attached PLADCO Code of Conduct.

This PLADCO Code of Conduct shall be acknowledged by all partners, suppliers, vendors, manufacturers, contractors, and sub-contractors at the time of partnering with PLADCO, registration or, if previously and currently registered with PLADCO, at the time of submitting a request for registration renewal or submitting bids and proposals in response to PLADCO's invitations and solicitations to bid. PLADCO Code of Conduct shall be re-acknowledged by all partners, suppliers, vendors, manufacturers, contractors, and sub-contractors once every five (5) years or whenever PLADCO updates this Code of Conduct documents.

Acknowledgement must be signed either by owners, or individuals acting as an attorney on behalf of the owner via an appropriate power of attorney that is consistent with the legal requirements of Saudi Arabia. It should be also authenticated by the relevant Chamber of Commerce and then submitted it to PLADCO.

Potential or actual violations of this Code of Conduct and other ethical irregularities should be reported directly to the PLADCO General Auditor by email, fax, or telephone as detailed on page 5 of this Form.

ACKNOWLEDGMENT

I, on behalf of, hereby acknowledge and agree to abide by the policies and principles of PLADCO's Code of Conduct and to ensure that the employees, officers, directors, agents, representatives of, are aware of and shall abide by such policies and principles in the process of preparing and submitting bids and proposals with/to PLADCO work, for provision of goods and services to with/to PLADCO, and during the performance and administration of all agreements entered into with PLADCO for such purposes.

Authorized Signatory Name:.....,

Signature:.....,

Job Title:.....,

Date:.....,

Chamber of Commerce Authentication:

PLADCO SUPPLIER CODE OF CONDUCT

SCOPE

This Code of Conduct establishes mandatory guidelines for all current and potential PLADCO business partners. PLADCO business partners include JV Partners, Vendors, Manufacturers, Contractors, and Sub-Contractors who are seeking doing business, registration or are registered with PLADCO and seeking to provide goods, services, or personnel (including consultants) to PLADCO or which are currently parties to agreements for such purposes with PLADCO or one of its contractors. The term PLADCO as used herein includes PLADCO and its subsidiary companies or controlled affiliates.

INTENT

PLADCO is committed to conducting its business in an ethical, legal, safe, and environmentally and socially responsible manner. PLADCO requires each of its Business Partners and/or Suppliers to share and demonstrate this commitment and, therefore, has established this Code of Conduct. PLADCO requires its Business Partners and/or Suppliers to consistently meet the following requirements in order to be considered for, to do, or continue to do business with PLADCO.

SUPPLIER CODE OF CONDUCT

Compliance with Laws, Codes, and Regulations

PLADCO Business Partners and/or Suppliers must comply with all applicable laws, codes, and regulations as set forth in applicable procurement documents and agreements (including but not limited to technical specifications, proposals, invitations to bid, solicitations, and resulting contractual and purchasing agreements).

Environmental, Health, and Safety Practices

It is the responsibility of the Business Partners and/or Suppliers to assure that its facilities are designed and safely operated in compliance with the established government and industry environmental protection policies and that they do not present unnecessary risks to the environment or public. PLADCO Business Partners and/or Suppliers shall maintain safe, sanitary, and healthy residential camp and living environments for all their employees.

Such compliance shall include, among other things:

- Obtaining and maintaining any necessary environmental permits.
- Proper handling and disposition of hazardous materials and refuse.
- Monitoring, controlling, and responsibly treating discharges generated from operations.
- Conducting appropriate employee safety training and providing adequate safety equipment.
- Maintaining true and accurate records of safety training, relevant certifications and licenses and monitoring safety performance.
- Ensuring Business Partners' and/or Suppliers' employees comply with applicable health and safety rules and regulations and perform their duties and work in a manner which will not endanger themselves or others.
- Providing training required to promote sound public health and hygiene practices.

Ethical Business practices

PLADCO and its Business Partners and/or Suppliers shall at all relevant times conduct their businesses in accordance with the highest standards of ethical behavior. Business Partners and/or Suppliers are expected to have their own Business Ethics and Code of Conduct Policy along with a comprehensive training program for all personnel. The policy should, at a minimum, address topics related to ethical business conduct such as conflict of interest, bribery and corruption, gifts and entertainment, fraud and similar misconduct, and reporting and whistleblower protection.

Business Partners and/or Suppliers are also expected to conform to the highest ethical standards in each of the following areas:

Antitrust / Competition Laws and Regulations

Business Partners and/or Suppliers shall comply with all applicable antitrust / competitions laws and regulations. Business Partners and/or Suppliers shall not engage in any practices and do not enter into any agreements that violate antitrust / competition laws and regulations.

Ethical Sourcing

Business Partners and/or Suppliers shall source goods or services from third parties that meet, as a minimum, country of origin standards for health and safety, working hours, pay, employment conditions and environmental protection.

Labor & Human Rights

PLADCO Business Partners and/or Suppliers shall ensure the basic human rights of employees, treating them with appropriate dignity and respect. PLADCO Business Partners and/or Suppliers shall, at all times, be in compliance with relevant labor law(s) of the Kingdom of Saudi Arabia, including but not limited to; forced labor, working hours, working conditions, living conditions (as may be applicable), minimum age, minimum wage, end of service benefits, and medical insurance.

Relationships and Communications

PLADCO's Business Ethics Policy requires that all transactions be conducted fairly, honestly, and with integrity, in accordance with the highest ethical standards. Any abuse or violation of this policy is considered dishonesty.

Business Partners and/or Suppliers and their personnel shall avoid even the appearance of unethical or compromising practices in relationships, actions, or communications with regard to existing or proposed business relationships with PLADCO.

PLADCO views it as a conflict of interest and improper business practice for current or former PLADCO employees to utilize any confidential or proprietary business, technical, or other information obtained while in the service of PLADCO. to influence PLADCO's existing or proposed commercial transactions for the purpose of gaining a personal commercial advantage, benefiting any third party, or to otherwise damage PLADCO, whether during or after leaving employment by PLADCO.

All communications between Business Partners and/or Suppliers and PLADCO shall, at all times, follow communication protocols as designated by PLADCO.

Business Partners and/or Suppliers shall not encourage or utilize current or former PLADCO employees in any manner which would cause them to disclose or provide any confidential, proprietary, or other restricted information obtained while employed by PLADCO to influence PLADCO's existing or proposed commercial transactions for the purpose of gaining a commercial advantage.

Business Partners and/or Suppliers shall not hire or engage any current PLADCO employee (including as a consultant), procure their services, or allow them to acquire any ownership interest, except through a permitted passive investment. This restriction also applies to former PLADCO employees who held a position at the level of department head or above, for five (5) years after their employment ends.

Business Partners and/or Suppliers may seek exceptions to these restrictions from PLADCO. Requests for such exceptions should be submitted in writing to the Senior Vice President, Procurement & Supply Chain Management. PLADCO will take appropriate measures to detect any such improper business practices and will take appropriate action against current or former employees and Suppliers who violate these restrictions. Business Partners and/or Suppliers are expected to cooperate with PLADCO investigations and to provide reasonable assistance as requested.

Bribery, Kickbacks and Fraud

Bribery is illegal everywhere PLADCO conducts business and PLADCO has zero tolerance for bribery or corruption in any form. Business Partners and/or Suppliers shall not tolerate, permit or engage in any form of bribery, corruption, or extortion nor shall Business Partners and/or Suppliers tolerate or permit bribery, corruption or extortion by their personnel or Business Partners and/or Suppliers. This is true whether you are working with government officials or individuals in the private sector.

- Do not offer bribes, kickbacks or other payments designed to influence or compromise the conduct of PLADCO or its employees.
- Do not offer bribes, or anything of value, to any person with the intent to obtain an improper advantage for yourself or PLADCO.
- Do not use a third party to make or offer bribes, or anything of value, to any person with the intent to obtain an improper advantage for yourself of PLADCO.
- Avoid even the appearance of unethical practices with regard to existing or proposed business relationships with PLADCO.

Gifts, Gratuities and Hospitality

Business Partners and/or Suppliers and their personnel shall not offer or provide gifts, gratuities, or hospitality to PLADCO or its personnel unless they are of nominal value and consistent with customary business practice. Nominal gifts are low-value, general items (e.g., logo-branded pens, caps, shirts, and coffee mugs). Customary hospitality may include reasonable business meals and entertainment. Any gift, gratuity, or hospitality that exceeds nominal value or reasonable hospitality must be reported in accordance with PLADCO's internal policies and regulations. Items available to the general public are not covered by this policy.

For the avoidance of any doubt, PLADCO pays for its employees' business expenses, Business Partners and/or Suppliers are not required or requested to incur or reimburse business expenses for PLADCO employees.

Monitoring and Compliance

Business Partners and/or Suppliers shall be responsible for complying with the standards and requirements of this Code of Conduct and to monitor their own business activities. Business Partners and/or Suppliers shall conduct and document periodic internal reviews, inspections, and audits to ensure their compliance with this Code of Conduct and its applicable requirements. Additionally, Business Partners and/or Suppliers are responsible for ensuring that the standards and requirements of this Code are effectively communicated and fully understood by their personnel working on or in support of PLADCO projects, jobs, contracts, agreements, and orders. Business Partners and/or Suppliers will be held responsible for the conduct and actions of their employees.

The implementation of this Policy is a shared responsibility between PLADCO and its Business Partners and/or Suppliers. Business Partners and/or Suppliers are to promptly disclose to PLADCO, on a confidential basis, all current and potential incidents which give rise to the appearance of conflicts of interest and instances of unethical or fraudulent behavior by any party, including Business Partners and/or Suppliers employees or PLADCO employees, related to any PLADCO procurement and contracts business. Business Partners and/or Suppliers are to cooperate with PLADCO in any inquiries or investigations pertaining to past, current, or potential instances of unethical or fraudulent behavior or conflicts of interest related to any PLADCO business activity.

Business Partners and/or Suppliers are to promptly notify PLADCO when they become aware of any actual, or potential violation of this Code of Conduct and to communicate plans to correct and remedy such violation. Additionally, Business Partners and/or Suppliers employees that become aware of violations of this Code of Conduct are to notify PLADCO.

Potential or actual violations of this Code of Conduct and other ethical irregularities are to be reported directly to the PLADCO General Auditor by email, fax, or telephone as follows:

Email : contact@pladco.com

Fax: +966 11 288 6677 Ext. 1000

Phone: +966 11 288 6677 Ext. 1100

Mobile: + 966 505 36 45 98

Business Partners and/or Suppliers shall maintain appropriate records to substantiate compliance with the terms and conditions of this Code of Conduct and provide such evidence to PLADCO upon request. PLADCO or its designated representatives may engage in periodic monitoring activities to confirm Business Partners' and/or Suppliers' compliance with this Code of Conduct. These monitoring activities may include on-site inspections of facilities, use of questionnaires, review of publicly available information, or other measures necessary to assess Business Partners and/or Suppliers' compliance with this Code of Conduct. Such monitoring activities may be performed in addition to any audit rights which may be set forth in an agreement with PLADCO. A Business Partners and/or Suppliers performance assessment will be used by PLADCO as a factor in the selection of JV partnership, consortium, bidders, the administration of contracts and procurements, or to possibly restrict Business Partners and/or Suppliers access to new PLADCO business opportunities.

Based on the assessment of information made available to PLADCO, PLADCO reserves the right (in addition to all other legal and contractual rights) to disqualify any potential Business Partners and/or Suppliers or to terminate any relationship with a current Business Partners and/or Suppliers which PLADCO has found to be in violation of this Supplier Code of Conduct, without liability.

Confidentiality

As part of the process of seeking to provide goods, services, or personnel (including consultants) to PLADCO or in providing such goods, services, or personnel under the terms of an applicable Agreement, Business Partners and/or Suppliers may gain access to information or material which PLADCO deems to be proprietary or confidential. Business Partners and/or Suppliers, in all instances, shall comply with the obligations of confidentiality which are set forth in the applicable request for proposal, invitation to bid, other solicitation document, or agreement by and between PLADCO and the Business Partners and/or Suppliers. PLADCO views breaches of confidentiality and unauthorized disclosure or use of proprietary or confidential information very seriously and reserves the right (in addition to all other legal and contractual rights) to disqualify any potential Business Partners and/or Suppliers or to terminate any relationship with current Business Partners and/or Suppliers PLADCO has found to have violated its obligations of confidentiality. All advertising, press releases, or printed matters that reference PLADCO or a Business Partners' and/or Suppliers' relationship with PLADCO must be approved by the PLADCO Public Relations Department prior to publication or other use.

Application

This Business Partners and/or Suppliers Code of Conduct is a general statement of PLADCO's expectations and requirements with respect to its Business Partners and/or Suppliers. This Code of Conduct should not be read in lieu of, but in addition to, any Business Partners and/or Suppliers obligations set forth in a) requests for JV partnership, consortium, proposals, invitations to bid, or other solicitation documents, or b) agreements by and between PLADCO and the Business Partners and/or Suppliers. In the event of a conflict between this Code of Conduct and any PLADCO solicitation documents or applicable agreements, the terms of PLADCO's applicable solicitation documents or agreements shall prevail. The requirements of this Code of Conduct are not subject to a waiver. Neither PLADCO, its Business Partners and/or Suppliers, nor their personnel or representatives are authorized to propose or approve conduct inconsistent with this Code of Conduct.