



**Zawawi
Powertech Engineering L.L.C.**



As reflected in the ZAWAWI POWERTECH ENGINEERING LLC Code of Conduct,

ZAWAWI POWERTECH ENGINEERING L.L.C is committed to Solid integrity and sustainability.

ZAWAWI POWERTECH ENGINEERING L.L.C, has a 'zero tolerance' policy when it comes to unethical business behaviour, such as bribery and corruption. We expect all of our Suppliers to adhere to similar standards and to conduct their business ethically. As a Supplier, you must comply with all applicable laws and regulations, the requirements set out in this ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct and your contractual obligations to us.

This ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct defines the main principles underlying your business activities as one of our Suppliers.

Human Rights

As a Supplier to ZAWAWI POWERTECH ENGINEERING L.L.C, you shall respect the personal dignity, privacy and rights of each individual, refuse to make any person work against his or her will and not tolerate behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

Fair Labour Conditions and Child Labour

You shall ensure fair labour conditions. In particular, you will refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;

Respect the rights of employees to freely associate and bargain collectively; Not to tolerate or use child labour in any stage of your activities other than in accordance with all applicable laws and regulations, Not to use any forced labour or involuntary prison labour and allow all



employees the choice to leave their employment freely upon reasonable notice, compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs, ensure that working hours, including overtime, do not exceed applicable legal limits.

Health, Safety and Environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will formally appoint a competent person to manage health, safety and environmental programs and improvements, establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks; and ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures.

Material Compliance and Conflict Materials

At ZAWAWI POWERTECH ENGINEERING L.L.C, we are determined to comply with regulatory and customer requirements regarding the prohibition and restriction of Substances, including hazardous substances and conflict minerals. Therefore, Suppliers shall ensure that the goods provided to ZAWAWI POWERTECH ENGINEERING L.L.C are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will declare to ZAWAWI POWERTECH ENGINEERING L.L.C substances which are as per OMAN Law and contained in the goods you supply to ZAWAWI POWERTECH ENGINEERING L.L.C implement a policy regarding conflict materials and exercise due diligence to investigate the source of these materials and respond in a timely manner to ZAWAWI POWERTECH ENGINEERING L.L.C 's requests for evidence of your compliance with these requirements.

Conflict of Interest

You shall conduct your business in an ethical manner. In particular, you will refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including ZAWAWI POWERTECH ENGINEERING L.L.C employees), government officials and any other party are in compliance with applicable anti-bribery laws adhere to anti-trust and other competition laws disclose to ZAWAWI POWERTECH ENGINEERING L.L.C. Information regarding potential conflicts of interest relating to your activities as a Supplier including disclosure of any financial interest as a ZAWAWI POWERTECH ENGINEERING L.L.C employee may hold in your business to protect all confidential information provided by ZAWAWI POWERTECH ENGINEERING L.L.C and our respective business partners respect intellectual property of others, including ZAWAWI POWERTECH ENGINEERING L.L.C and adhere to international trade regulations and export control regulations.

Procurement by Supplier

You shall procure goods and services in a responsible manner. In particular, you will select your own Suppliers providing goods or services directly or indirectly to ZAWAWI POWERTECH ENGINEERING L.L.C based on them agreeing to adhere to standards comparable to those set forth in this ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct. When working at ZAWAWI POWERTECH ENGINEERING L.L.C office premises, factories, sites, as subcontractor shall also be as per enclosed code of conduct from ZAWAWI POWERTECH ENGINEERING L.L.C.



Inspections and Corrective Actions

In order to ensure and demonstrate compliance with the ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct, you shall keep record of all relevant documentation, and shall be submitted when its requested by us.

To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply with this ZAWAWI POWERTECH ENGINEERING L.L.C Supplier Code of Conduct, then we may take necessary legal action against you, including suspending or terminating your activities as one of our Suppliers.

ZAWAWI POWERTECH ENGINEERING L.L.C thank you for being part of our quest for "Being Power, Innovative and Productivity for a Better World".

Sincerely,



S. PERIYASAMY

MANAGING DIRECTOR
ZAWAWI POWERTECH ENGINEERING L.L.C