

Anti-Bribery and Corruption Policy

Alraiedah Underwater LTD is committed to conducting its business with the highest standards of ethics, integrity, and transparency. As part of this commitment, we maintain a strict zero-tolerance policy towards bribery and corruption in all aspects of our operations. This policy outlines our stance against bribery and corruption and establishes guidelines for ethical conduct that all employees must adhere to.

Scope:

This policy applies to all employees of Alraiedah Underwater LTD, including full-time, part-time, temporary, and contract workers. It encompasses all business activities conducted by the company, both domestically and internationally.

Policy Statement:

Prohibition of Bribery and Corruption: Employees of Alraiedah Underwater LTD are strictly prohibited from offering, soliciting, or accepting bribes or kickbacks in any form. This includes monetary gifts, favors, entertainment, or any other inducement intended to influence business decisions or gain unfair advantages.

Compliance with Laws and Ethical Standards:

Compliance with anti-bribery laws and ethical business practices is paramount. Employees must familiarize themselves with relevant anti-bribery legislation in their jurisdictions and adhere to the highest standards of integrity and honesty in all business dealings.

Reporting Obligations:

Employees have a duty to report any suspected instances of bribery or corruption promptly. This includes any offers or requests for bribes, as well as any suspicions of corrupt practices observed within the company or in dealings with external parties. Reports should be made to the designated compliance officer or through the company's whistleblowing channels.

Disciplinary Action: Violations of this policy will result in severe disciplinary action, up to and including termination of employment. Alraiedah Underwater LTD is committed to enforcing consequences for breaches of ethical conduct to uphold the integrity of the organization and deter future misconduct.

Responsibilities:

- 1) **Management:** Senior management is responsible for setting the tone from the top and fostering a culture of integrity and compliance with anti-bribery and corruption laws and policies.



- 2) **Employees:** All employees are responsible for familiarizing themselves with this policy, complying with its provisions, and reporting any suspected violations promptly.
- 3) **Compliance Officer:** A designated compliance officer is responsible for overseeing the implementation of this policy, providing guidance on anti-bribery and corruption matters, and investigating reported incidents.
- 4) **Training and Awareness:** Alraiedah Underwater LTD will provide regular training and awareness programs to ensure that all employees understand their obligations under this policy and are equipped to identify and report instances of bribery and corruption.
- 5) **Monitoring and Review:** This policy will be periodically reviewed and updated as necessary to ensure its effectiveness and alignment with legal and regulatory requirements. Any changes to the policy will be communicated to all employees in a timely manner.

