

Alfityan Company Code of Conduct for General Contracts in Construction Projects

Introduction:

At Alfityan Company, we are dedicated to upholding our core values and conducting business with the utmost integrity. This Code of Conduct outlines the principles and guidelines that govern our actions and interactions in the course of executing general contracts for construction projects.

1. [Alfityan Company Core Value - Integrity and Honesty]:

- At Alfityan Company, we hold an unwavering commitment to integrity and honesty in all our business dealings. These values are the cornerstone of our corporate identity, guiding every interaction and decision. We prioritize transparent communication, ethical practices, and honesty in negotiations, ensuring that our clients, partners, and stakeholders can trust us implicitly. This commitment extends beyond compliance with legal standards; it reflects our fundamental belief that maintaining the highest ethical standards is essential for sustained success and building enduring relationships based on trust and credibility.

2. [Alfityan company Core Value - Compliance with Laws and Regulations]:

- Alfityan Company adheres rigorously to industry-specific regulations and standards to ensure ethical and legal business practices. In the construction sector, our compliance extends to adhering to local building codes, safety regulations, and environmental laws. We prioritize compliance with standards set by our company to guarantee the quality and safety of our projects. To ensure adherence, Alfityan Company has established an internal compliance team responsible for staying abreast of regulatory updates, conducting regular audits, and implementing robust training programs for employees. This proactive approach not only ensures legal compliance but also upholds the high standards expected in our construction projects.

3. [Alfityan Company Core Value - Quality and Professionalism]:

- **At Alfityan Company, we set uncompromising quality standards for our construction projects, aiming for excellence in every aspect. Our commitment to quality encompasses rigorous project management, adherence to industry best practices, and compliance with recognized quality standards. We prioritize professionalism by instilling a culture of integrity, accountability, and effective communication within our team. Every member of Alfityan Company is dedicated to upholding the highest professional standards, ensuring that our clients receive top-notch service and that our projects are delivered with precision and reliability. Professionalism is not just a value at Alfityan Company; it is integral to our identity and essential for achieving the utmost satisfaction for our clients.**

4. [Alfityan Company Core Value - Health and Safety]:

- **Safety is a paramount concern at Alfityan Company, and our construction sites are meticulously managed to prioritize the well-being of our employees, subcontractors, and the public. We strictly enforce comprehensive safety measures and protocols, including regular safety training for all personnel, the implementation of state-of-the-art protective equipment, and adherence to industry-specific safety regulations. Alfityan Company conducts regular safety audits to identify and mitigate potential hazards promptly. Our commitment to maintaining a safe working environment extends to promoting a culture of vigilance and responsibility among our team members, ensuring that safety is not just a requirement but a shared value ingrained in every aspect of our construction activities.**

5. [Alfityan Company Core Value - Environmental Responsibility]:

- **Sustainable Construction Materials:**
- **Alfityan Company is dedicated to using sustainable and eco-friendly construction materials whenever possible.**
- **We prioritize materials with low environmental impact, recycled content, and those sourced from responsible suppliers.**

- **Energy-Efficient Practices:**
- **We implement energy-efficient practices on construction sites, optimizing energy consumption and minimizing waste.**
- **Alfityan Company explores and invests in innovative technologies that reduce the carbon footprint associated with our construction activities.**

- **Waste Reduction and Recycling:**
- **Our commitment to environmental sustainability includes robust waste reduction and recycling programs.**
- **We actively seek ways to minimize construction waste, reuse materials, and promote recycling initiatives on all projects.**

- **Green Building Certifications:**
- **Alfityan Company actively pursues and promotes green building certifications for our construction projects.**
- **We collaborate with clients and industry partners to achieve certifications that demonstrate our commitment to environmentally responsible construction practices.**

- **Environmental Compliance:**
- **We comply with all environmental laws and regulations relevant to our construction projects.**
- **Alfityan Company continually monitors and updates our practices to align with the latest environmental standards and requirements.**

- **Community Engagement:**
- **As part of our environmental responsibility, Alfityan Company engages with local communities to raise awareness about sustainable construction practices. We actively seek feedback from communities and stakeholders to improve our environmental initiatives.**

- **Biodiversity Preservation:**
- **Alfityan Company aims to minimize disruption to ecosystems and habitats, ensuring a harmonious coexistence with the environment.**

- 6. **[Alfityan Company Core Value - Fair and Ethical Competition]:**

- **Fair Bidding Practices:**
- **Alfityan Company commits to fair and transparent bidding processes, ensuring that all contractors have an equal opportunity to compete for projects.**
- **We do not engage in bid rigging, price-fixing, or any other unfair practices that compromise the integrity of the bidding process.**

- **Honest Communication:**
- **Alfityan Company maintains open and honest communication with competitors, clients, and stakeholders.**
- **We do not spread false information about competitors, and we encourage a healthy and respectful marketplace.**

- **Avoidance of Collusion:**
- **Alfityan Company strictly prohibits collusion with competitors to manipulate prices, allocate markets, or engage in any anti-competitive behavior.**
- **We actively promote a competitive environment that benefits clients and encourages innovation.**

7. [Alfityan company Core Value - Respect for Intellectual Property]:

- **Protection of Alfityan Company's Intellectual Property:**
- **We respect the intellectual property rights of Alfityan Company and take measures to protect our innovations, designs, and proprietary information.**
- **Employees are educated on the importance of safeguarding intellectual property, and we have robust internal policies to enforce this commitment.**

- **Ethical Use of Others' Intellectual Property:**
- **Alfityan Company is committed to using others' intellectual property ethically and legally.**
- **We do not engage in unauthorized use or reproduction of copyrighted materials, patents, trademarks, or any other intellectual property belonging to others.**

- **Confidentiality Agreements:**
- **When engaging in partnerships or collaborations, Alfityan Company enters into confidentiality agreements to protect sensitive information and intellectual property.**
- **We ensure that employees understand the importance of respecting the intellectual property of partners and clients.**

8. [Respect for Diversity and Inclusion]:

- **Alfityan Company is dedicated to fostering a workplace that values diversity and promotes inclusion. We believe that a diverse and inclusive environment enhances creativity, innovation, and overall company success. Our commitment goes beyond mere tolerance; we actively seek to create a culture where individuals of all backgrounds, experiences, and perspectives feel welcomed, respected, and empowered. Alfityan Company promotes equal opportunities, implements inclusive policies, and values the unique contributions that each team member brings. By championing diversity and inclusion, we create a workplace where everyone can thrive, collaborate, and contribute to the collective success of our company.**

9. [Confidentiality]:

- **Alfityan Company places a strong emphasis on maintaining confidentiality and respecting privacy in all aspects of our operations. To safeguard sensitive information, we have established stringent procedures, including the implementation of secure data storage systems and restricted access protocols. Our employees undergo regular training on confidentiality policies, emphasizing the importance of discretion and responsible information handling. Alfityan Company also enforces confidentiality agreements and clear guidelines regarding the sharing of proprietary information. This ensures that client data, business strategies, and any confidential information are handled with the utmost care and confidentiality, reflecting our commitment to maintaining trust and upholding the privacy expectations of our clients and stakeholders.**

10. [Anti-Bribery and Corruption]:

- **Alfityan Company maintains a steadfast commitment to ethical business practices, with clear and specific anti-bribery policies in place. We strictly prohibit any form of bribery or corrupt activities, and these policies are communicated comprehensively to all employees through a dedicated training program. The training emphasizes the legal and ethical implications of bribery, the importance of transparency in business dealings, and the severe consequences for non-compliance. Alfityan Company's anti-bribery policies are regularly updated to align with evolving legal standards, ensuring that employees are well-informed and equipped to make ethically sound decisions in all professional engagements. This proactive approach underscores our dedication to fostering a corporate culture where integrity and ethical conduct are paramount.**

11. [Social Responsibility]:

- **Alfityan Company is actively engaged in community initiatives and socially responsible projects that contribute positively to the areas where we operate. This includes supporting local education programs, participating in infrastructure development projects that benefit the community, and contributing to environmental conservation efforts. Our commitment extends to partnerships with local organizations and charities, aligning with our goal to be a responsible corporate citizen. By investing in initiatives that enhance the well-being of the community, Alfityan Company strives to create a lasting positive impact beyond the realm of construction, reinforcing our dedication to social responsibility.**

12. Reporting Violations:

- **Alfityan Company ensures a transparent and accessible process for employees to report violations through a confidential reporting mechanism. Employees can submit reports through a dedicated hotline, email, or an anonymous reporting platform, guaranteeing confidentiality and protection from retaliation. Upon receiving a report, Alfityan Company initiates a thorough investigation led by an impartial internal team or external experts if necessary. The investigation process follows predefined procedures, emphasizing objectivity and fairness. Once completed, appropriate actions are taken to address the violation, ranging from corrective measures to disciplinary actions, depending on the severity of the infraction. This commitment to a robust reporting and investigation system underscores our dedication to upholding ethical standards and fostering a culture of accountability within Alfityan Company.**

Conclusion:

By adhering to this customized Code of Conduct, we reaffirm our commitment to Alfityan Company's values, fostering trust, and achieving sustainable success in the construction works.