



ADBLU CODE OF CONDUCT

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Introduction

ADBLU is committed to conducting business in a responsible and ethical manner. Our Corporate Code of Conduct provides guidance to our employees and stakeholders on the principles and values that guide our business operations.

Ethical and Legal Compliance

ADBLU is committed to complying with all applicable laws and regulations as governed by the country of the United Arab Emirates (head office) as well as those of the countries in which our projects operate. We expect our employees to act ethically and with integrity in all business dealings, and to report any suspected or actual violations of the law or our Code of Conduct.

Conflict of Interest

ADBLU employees must avoid conflicts of interest and disclose any potential conflicts to their managers or the company's ethics officer. Employees must not use their position or influence to benefit themselves or anyone else in a manner that conflicts with the company's interests.

Confidentiality and Data Protection

ADBLU employees must protect confidential information, including customer and employee data, and ensure that it is not disclosed or used inappropriately. Employees must comply with all applicable data protection laws and regulations. Each employee is required to sign the ADBLU IT Policy for digital asset usage and ownership.

Respect for Human Rights

ADBLU respects the human rights of our employees, customers, suppliers, and other stakeholders. We do not tolerate any form of discrimination or harassment, and we strive to create a workplace that is safe, inclusive, and respectful.

Environmental Responsibility

ADBLU is committed to minimising our impact on the environment and promoting sustainable practices. We encourage our employees to take an active role in reducing waste and conserving natural resources.

Social Responsibility

ADBLU recognises our responsibility to contribute to the well-being of the communities in which we operate. We encourage our employees to volunteer and participate in charitable activities that benefit those communities.



Reporting Violations

Employees must report any suspected or actual violations of this Code of Conduct or the law to their managers or the company's ethics officer. ADBLU will investigate all reports and take appropriate action to address any violations.

Conclusion

ADBLU is committed to conducting business in an ethical and responsible manner. Our Corporate Code of Conduct provides a framework for our employees and stakeholders to understand the principles and values that guide our business operations. We believe that by following this Code of Conduct, we can build a sustainable and successful business that contributes positively to society.