



## Code of Ethics

As the employees and managers of Oil Design and Construction Company, we are committed to the following and participate in its widespread dissemination:

### 1. Responsibility

We consider customers as the capital and guarantor of the organization's survival and we respect their opinions.

We are committed to contribute the realization of the company's vision and strategy.

We are committed to performing tasks effectively, efficiently and in accordance with company's rules and processes.

We try our best to provide the desired services to the stakeholders.

We, as members of an integrated organization, strive to develop and improve interactive processes.

We pay enough attention to our personal work environment. (In accordance with the rules of the company)

We are committed to strengthen the collective spirit and participating in group activities.

We are committed to share our knowledge and experience with other colleagues and to use the experiences and knowledge of other colleagues.

The interests of the company are our interests and we play our maximum role in it.

We will be diligent in efficient consumption and not wasting resources of the company.

We undertake to protect the interests of the company in all meetings, gatherings and conferences outside and inside the organization with our words and behavior.

We do not use any illegal or immoral means to advance our goals.

We will interact with suppliers and contractors based on the principles of business, honesty, respect and responsibility.

### 2. Respect

We will strive to create a friendly and intimate work environment to create synergies and convey a sense of worth.

We actively pay attention to the point of view of others and try to understand it.

We respect the property rights (material and intellectual) of others and ourselves.

### 3. Honesty

We undertake to provide the correct and accurate information to the authorized persons in due time.

In communication and interaction with others, let the principle be based on honesty and truthfulness.

We avoid any gossip, slander, anger, jealousy, envy, or disturbance in the affairs of others.

In making decisions, we avoid any prejudice, bias, conflict of interest, or the influence of others.

We declare that we will not ignore honesty in our behavior and speech under any circumstances and we will not sacrifice it for other purposes.

### 4. Confidentiality

We consider data and information as valuable assets of the organization.

We undertake to take all necessary measures to protect the confidential information of the company and to ensure that it is not disclosed in public and private forums.

We undertake not to cooperate with any of the competing companies under any specific title or job at the same time.

**We try as hard as we can and we believe "God provides".**