



Karak International Oil (KIO): Anti-Bribery Policy

Karak International Oil (KIO) values its reputation for ethical behaviour, integrity and financial accountability. KIO recognises that any involvement in bribery is not only a crime but would also reflect adversely on the company, its staff and its beneficiaries. Bribery may arise from a company or individual, may constitute cash or other forms, and may be designed to benefit the recipient in a way which is unethical. KIO prohibits the use of bribes in all aspects of its operations.

To achieve this goal, KIO commits to:

- Adhering to a clear anti-bribery policy;
- Respecting the guidance of the OECD Anti-Bribery Convention and UK Bribery Act (2010), and the goals and principles of Jordan's National Anti-Corruption Strategy;
- Training employees to recognise and avoid the use of bribery by themselves and others;
- Encouraging employees to be vigilant and report any suspicion of bribery to the management team;
- Providing suitable channels of communication and ensuring that sensitive information is treated appropriately;
- Investigating instances of alleged bribery and assisting the police and other appropriate authorities in any prosecution;
- Taking firm action against any individual(s) or groups involved in bribery.

Speaking Up:

If any person becomes aware of a breach or potential breach of this Policy or other legal requirements, they must report it immediately. The breach must be reported to the designated director, unless it is inappropriate for the individual. In such a case it should be reported to another member of the senior management team. No action will be taken against any individual reporting a breach, or suspected breach. Subject to any legal restriction, the name of the person disclosing the information pertaining to breach, or suspected breach, of this Policy will be kept confidential.

KIO senior management will monitor and review this Policy on a regular basis.

Eng. Munther Akroush, Vice – Chairman

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