

Ethics & Compliance Policy

Nexus Global United

Established: 2009

At **Nexus Global United**, we are committed to conducting business with the highest standards of ethics, integrity, and transparency. Since our founding in 2009, our growth from a regional supplier to a global leader in oil and gas solutions has been built on trust, compliance, and an unwavering dedication to doing what is right.

This Ethics & Compliance Policy sets out the principles that guide our business conduct and our responsibilities to customers, partners, employees, and the communities in which we operate.

Our Commitments

1. Integrity in Business

- Conduct business honestly, fairly, and transparently.
- Prohibit all forms of bribery, corruption, facilitation payments, and unethical practices.
- Avoid conflicts of interest and disclose potential risks promptly.

2. Compliance with Laws & Regulations

- Comply with all applicable laws and regulations in Oman and every country where we operate.
- Adhere strictly to trade compliance, sanctions, export controls, and international oil & gas industry standards.
- Maintain accurate books, records, and financial reporting.

3. Respect for People

- Treat employees, contractors, and partners with dignity, fairness, and respect.
- Promote diversity, inclusion, and equal opportunity in the workplace.
- Prohibit discrimination, harassment, and unsafe working practices.

4. Confidentiality & Data Protection

- Safeguard confidential business information, intellectual property, and customer data.
- Comply with Oman's Personal Data Protection Law and other applicable privacy regulations.
- Use data responsibly and only for legitimate business purposes.

5. Anti-Fraud & Whistleblowing

- Zero tolerance for fraud, misrepresentation, or unethical conduct.
- Encourage employees and stakeholders to report concerns through secure, confidential channels without fear of retaliation.
- Investigate reported issues promptly and take corrective action where necessary.

6. Environmental & Social Responsibility

- Integrate ethical practices with sustainability, health, safety, and environmental protection.
- Contribute positively to the communities where we operate.
- Support responsible supply chains that reflect our ethical values.

Responsibility & Accountability

Every employee, contractor, and business partner is expected to uphold this Policy. Managers and leaders are responsible for promoting a culture of compliance and ensuring ethical practices are embedded in daily operations.

Enforcement

Violations of this Policy may result in disciplinary action, including termination of employment, contract cancellation, or legal action where applicable.

Continuous Improvement

We are committed to regularly reviewing and strengthening our Ethics & Compliance framework to align with evolving laws, regulations, and global best practices.

Our Commitment

At Nexus Global United, **ethics is not optional — it is the foundation of our business success.**