

# ECOVADIS - ETHICS

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## **Ethics & Compliance Policy – Tawazon Chemical Co. LLC**

Tawazon conducts its business with integrity, transparency, and accountability. This policy defines the ethical standards applicable to all employees, officers, and business partners.

## **Anti-Bribery & Anti-Corruption**

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Tawazon prohibits all forms of bribery, corruption, facilitation payments, and improper advantages, whether involving public officials or private entities.

## **Conflicts of Interest**

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Employees and representatives must avoid situations where personal interests conflict with Tawazon's business interests and must disclose any potential conflicts.

## **Fair Competition**

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Tawazon complies with applicable competition and antitrust laws and does not engage in collusion, price-fixing, or unfair trade practices.

## **Trade & Regulatory Compliance**

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We comply with applicable export controls, sanctions, customs laws, and trade regulations.

## **Disciplinary Action**

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Violations of this policy may result in disciplinary action, contract termination, or legal consequences.

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**Effective Date:** 1 January 2026

**Approved by:** MD, Tawazon Chemical Co. LLC

**Applies to:** All employees, officers, and business partners, where applicable

**Review Cycle:** Periodic review or as required by law