



Compliance & Business Ethics Policy Statement

BASRA MULTIPURPOSE TERMINAL
UMM QASR -BASRA -IRAQ

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Compliance & Business Ethics Policy Statement



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Basra Multipurpose Terminal (BMT) is committed to:

- Comply with all applicable laws and mandatory regulations.
- Comply with other requirements that BMT has committed to or undersigned.
- Adhere to highest ethical standards throughout its activities in relation with its CoC
- Ensure non-discriminatory actions are taken on decision makings
- Prevent all type of harassment to any individual

It is mandatory for all BMT employees, officers, directors, agents and representatives to comply with the principles adopted by the BMT.

In order to achieve these, BMT


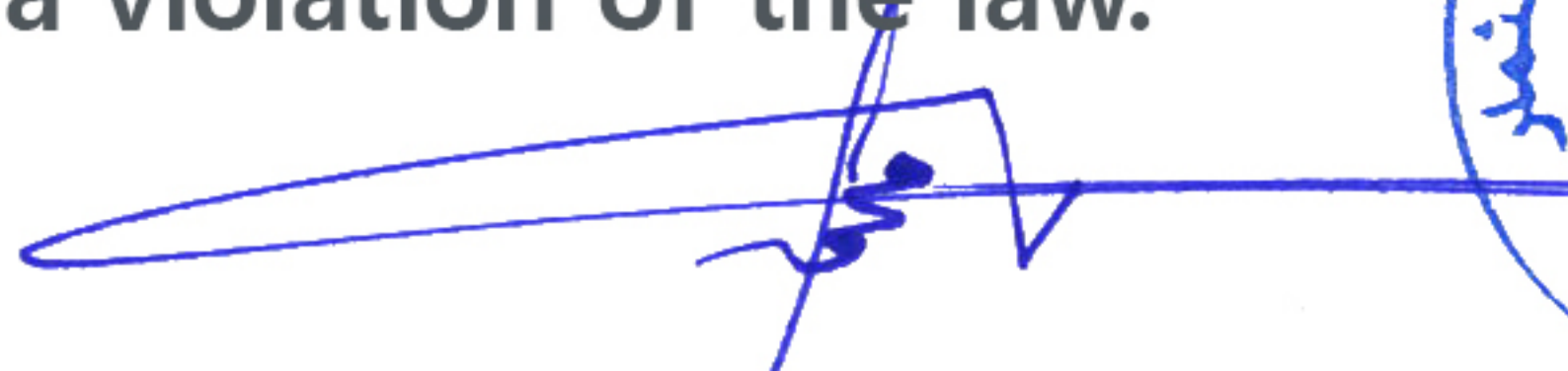
- Trains all its employees and business partners to ensure the policy is understood and implemented.
- Prohibits all forms of bribery or corruption, whether made for the benefit of, or received from, any third party, public or private.
- Prohibits any facilitation payments given to Government Officials.
- Ensures its agents, representatives and business partners are committed to comply the anti-corruption laws.
- Ensures any of its employees, officers, and directors avoid any situation involving a third party that might lead to a violation of any applicable anti-corruption laws.
- Prohibits any of its employees to, directly or indirectly, promise, authorize, offer or pay anything of value to any Government Official or other party to improperly obtain or retain business or otherwise secure an undue advantage.
- Ensures that all employees and business partners comply with this policy and related Code of Conduct.
- Prevents any false, misleading, incomplete, inaccurate or artificial entries in the books and records.
- Prohibits any sexual, coercive, threatening, or exploitative behaviour (including gestures, language or physical contact).
- Prohibits any discrimination of any person(s) by colour, religion, gender, national origin, age, disability, political beliefs, marital status, sexual orientation or family responsibilities.
- Prohibits any forced labour and any form of exploitation or slavery and shall not engage with any kind of child labour.
- Recognises the freedom of association and respects the right of employees to choose to join or not to join trade unions or other worker organizations and associations, in compliance with national and international regulations.

All BMT employees are responsible to comply with the policy and related procedures.

BMT shall uphold the same principles during the recruitments, undertaking business activities and engaging with community.

All BMT employees are responsible to inform BMT's Internal Auditor when there is an indication that this policy may be violated (or the CEO when the Internal Auditor is implicated).

All BMT employees acknowledge that any violation of the Code may not only constitute a violation of their contractual obligations, but may also constitute a violation of the law.



Chief Executive Officer
Rateb Misrabi