



CONSOLIDATEC CONTRACTORS GROUP (CCC)  
**ETHICS & COMPLIANCE  
POLICY STATEMENT**

Dear Colleagues,

Consolidated Contractors Group (CCC) promotes a culture that mandates and encourages ethical behavior.

Ethics & Compliance is not an abstract concept but rather a code of behavior that applies to everyone. It is applicable to every employee, whether an officer, director or senior manager within CCC.

Ethics & Compliance means acting with integrity, honesty and observing CCC's core values, policies and ethical frame-work at all times. Maintaining measurable objectives has ensured effective implementation, monitoring and continuous improvement of our corporate behaviours.

We conduct our business in a manner that adheres strictly to regulatory principles and is compliant with all applicable laws in the countries we operate in. The global and diversified nature of CCC 's business activities mean we must apply procedures that support best practices. To support these procedures, CCC is an active participant in a wide range of prestigious associations that frame and define ethical corporate behavior on national and international levels.

By strictly applying our Ethics & Compliance Program, we can avoid significant risks to CCC, its reputation, as well as preserving the interests of stakeholders, customers, partners, suppliers and the wider CCC family. By respecting the needs of society including the protection of human rights and the environment, CCC ensures its long-term sustainability and development.

Applying CCC's Ethics & Compliance Program at all times is essential for the success of our business and maintaining our pride in working for CCC. Staying alert to the changing regulatory landscape, best practices and innovative technologies is and will continue to be critical to our business going forward.

CCC does not and will not engage in any business activity that would only be possible by violating the law or company policies.

Our Ethics & Compliance Program reflects not only the legal frameworks we must comply with but also the principles which have always governed our business activities: expertise, fairness, and reliability.

I ask every one of you to re-double your efforts in implementing and applying our Ethics and Compliance Program in your daily activities. Let us continue to work together to uphold CCC's well deserved reputation for ethical and compliant corporate behaviour.

**Jamal Bahlawan**  
Chief Executive Officer  
Consolidated Contractors Group (CCC)