



## INTEGRITY & ANTI-CORRUPTION POLICY

Refai Group UK Ltd is committed to maintaining the highest levels of integrity, transparency, and accountability.

This policy defines our zero-tolerance approach to corruption, bribery, and unethical behavior across all operations.

We pledge to:

- Promote ethical conduct and legal compliance
- Prevent and detect corruption risks
- Ensure adherence to anti-bribery standards
- Enable secure reporting channels
- Respond swiftly to any violations

This document affirms our core commitment to ethical and responsible corporate behavior.

*Location: London, United Kingdom Issued: 08 April 2025*

*Hussein H. Fawaz  
Chairman of the Board*