



APPROVED BY
IE "LABYZLY"
Director

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04 " 01 20 25

COMPLIANCE AND CORPORATE RESPONSIBILITY

For our company, compliance and corporate responsibility are not merely formal rules, but a direct reflection of our core values: honesty, openness, and uncompromising quality of service. We are firmly convinced that long-term success is only possible on the foundation of an impeccable business reputation.

Key Principles of the Policy

Legal Compliance and Standards: The company conducts its operations in strict accordance with the legislation of Turkmenistan and respects international standards (ISO 9001, ISO 14001, ISO 45001).

Transparency and Honesty: The company guarantees complete honesty in the execution of all works. We strictly eliminate any artificial inflation of work volumes, hidden markups, or the use of uncertified non-original spare parts and components.

Anti-Corruption: Any forms of corruption, commercial bribery, or obtaining unlawful advantages in securing procurement and contracting agreements are categorically prohibited.

Corporate Responsibility to Personnel

Fair Labor Conditions: We guarantee our employees a transparent compensation system, bonus payments for quality and safety, as well as strict fulfillment of all obligations under employment contracts.

Safety Culture (HSE): The company assumes full responsibility for providing its engineering and field teams with top-tier personal protective equipment (PPE), certified tools, and safe working conditions at remote rotational sites. Our personnel have the absolute right to stop work if conditions on-site pose a threat to their life or health.

Implementation and Control Mechanism

Management Accountability: The top management of the company commits to personally demonstrating an example of ethical business conduct.

Feedback Channels: The company operates a confidential reporting hotline for employees and clients. Any instance of deviation from quality standards or violation of integrity principles can be reported and escalated to management for immediate action.