

**FIVE ►**

**SUPPLIER CODE OF  
CONDUCT**

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## **PURPOSE AND OBJECTIVE**

FIVE is deeply committed to following fundamental standards on labour law, human rights, and environmental, social, and ethical requirements. We endeavor to enable and ensure that our suppliers are compliant with all code of conduct requirements to meet high social, ethical, human rights, and environmental standards as a part of our responsible and sustainable business approach.

In the business context, a supplier is defined as the external staff and company that, individually or as part of a supply chain, provides goods, services and resources required to conduct activities and offer services. FIVE intends to develop lasting relationships with its suppliers and create shared value while monitoring adherence to the law to preserve the health and safety standards of the workers of the companies involved in its supplies.

Through the supplier selection and qualification process, FIVE seeks to identify suppliers with suitable professional qualifications, understanding and commitment to the Code of Ethics, respect to Human Rights, law, and environmental requirements.

FIVE is inspired by the information set out in the UN Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work and the Conventions issued by the International Labour Organization (ILO) and the Ten Principles of the UN Global Compact, in addition to the contents of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises to build a comprehensive view within the supplier code of conduct.

Suppliers must ensure their conduct complies with the principles of loyalty, transparency, and fairness and with the other rules of ethical and social conduct contained in this document. FIVE acknowledges its responsibility towards society to be good corporate citizens. FIVE takes action in four focus areas that consist of protecting children and adolescents from sexual exploitation in tourism, securing fair working conditions, ensuring good water supplies and mitigating the consequences of climate change. We extend these focus areas to all our suppliers through this Code of Conduct.

Our priority objectives include constant monitoring of the environmental, social and governance impact on the entire supply chain, and increasing the percentage of suppliers with ISO certifications. The main certifications our suppliers are required to have been illustrated below:

- ISO 9001 on quality management systems
- ISO 14001 or EMAS on environmental management systems
- OHSAS 18001/ISO 45001 on health and safety management systems

## **APPLICABILITY**

This policy applies to all suppliers of FIVE Holdings and related group entities. This code of conduct is binding on all suppliers and is agreed and signed by suppliers before onboarding.

This Supplier Code of Conduct includes engaging our direct and indirect suppliers, vendors, and contractors (collectively, our “Suppliers”) in our pursuit of ethical business performance, environmental quality and social responsibility in our own company as well as in our value chains. We therefore expect our Suppliers (and their affiliates) to acknowledge and comply with this Supplier Code of Conduct.

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## 1. GUIDELINES

All suppliers are required to declare in their contractual documentation that they are aware and compliant to the supplier standard on labour rights, code of ethics, working conditions, anti-corruption, human rights, and environment before onboarding with FIVE Holdings or its group entities:

### A. PROHIBITION OF CHILD LABOUR

A “child” is defined as a person younger than 18 years of age according to the UN Convention on the Rights of the Child. Child labour is defined by the International Labour Organization (ILO) as “work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.” Child labour is considered as a serious human rights issue.

FIVE requires all its suppliers to comply to the principle 5: Labour of the ILO – Minimum Age Convention by the UNGC (UN Global Impact) which stipulates prohibition of child labour to employ below the minimum age of 15 years in case of regular work and 18 years in case of hazardous work (agriculture, construction, mining, etc.) with the company.

### B. PROHIBITION OF FORCED LABOUR

Forced labour refers to situations in which individuals are coerced into working using violence or intimidation, or by subtler means such as accumulated debt, the retention of identity papers or threats of denunciation to immigration authorities (defined under - in accordance with the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105)

Forced labour can be in the form of- slavery, bonded labour, physical abduction, sale of a person, physical confinement, forced overtime, as per Principle 4 of UNGC.

FIVE requires all its suppliers to clearly state the voluntary employment terms and conditions as a part of their employment contracts. All suppliers are required to scrupulously comply throughout their professional activities through ban on forced labour in form of i) abusive exploitation of workers (including forced and compulsory labour) as well as any other form of psychological and physical coercion; ii) undeclared work i.e., cash in hand; and the economic exploitation of minors and the freedom of association and collective bargaining.

FIVE expects its suppliers to respect human rights, by –

- i) Maintaining policies
- ii) Having procedures in place to prevent the use of child labour
- iii) Having procedures in place to prevent the use of forced labour

The supplier shall define a minimum standard of human rights that applies across all jurisdictions and demonstrate how compliance to this is encouraged and observed. Such standards should refer to, at a minimum, the UN Guiding Principles on Business and Human Rights.

### C. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Principle 3 of UNGC states that all businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. All employers and workers are free to voluntarily establish and join groups or the promotion and defense of their occupational interests.

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Further, genuine negotiations between employers and such groups should be encouraged in good faith to arrive at an agreement. However, The UNGC does not require the establishment of means to facilitate these rights in situations where they are restricted under law (e.g. works councils)

All FIVE suppliers shall guarantee the right of workers to freely form trade union associations and acknowledge the right to bargain collectively, while maintaining responsible and constructive dialogue with the competent trade union organizations to establish an environment of mutual respect and collaboration.

## **D. NON-DISCRIMINATION IN EMPLOYMENT**

FIVE is committed to providing a safe and non-discriminatory working environment. In accordance with the Principle 6 of UNGC, discrimination in employment and occupation (in recruitment, remuneration, working hours, training, opportunities, assessments and promotions, benefits) is associated with treating people differently or less favorably because of characteristics unassociated with their merit or inherent requirements of the job. These characteristics include; race, color, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, and sexual orientation.

All suppliers of FIVE shall ensure adherence to the applicable local laws and regulations to provide equal opportunity in employment to all candidates and provide employment to only employees with merit.

## **E. PROTECTION OF HEALTH AND SAFETY IN WORKPLACES**

Based on local laws and guidance from the ILO and WHO, promotion of a healthy and safe environment is essential to protect employees from any serious injuries and set up policies, systems, and programs in place to promote a safe and healthy culture.

All FIVE suppliers shall undertake to guarantee a safe and healthy working environment to respect all health and safety laws and fundamental rights of their personnel. Reduce/ eliminate risks where applicable by adopting a system to assess, manage, monitor, and prevent risk in addition to implementing appropriate measures to guarantee continuous improvement to safety. Adequate workplace training programs must be in place for safeguarding against occupational health and safety, including, where appropriate, proper use of equipment, chemicals, and use of personal protective equipment. In cases where worker housing is provided, the housing must meet the health and safety standards outlined herein. FIVE shall improve monitoring to the requirements by closer engagement with suppliers, knowledge sharing with the suppliers on OSH.

Procedures and systems are to be in place to manage, track and report occupational injury and illness, including provisions to:

- i) encourage worker reporting;
- ii) classify and record injury and illness cases;
- iii) provide necessary medical treatment;
- iv) investigate cases and implement corrective actions to eliminate their causes; and
- v) facilitate the return of workers to work

Further, supplier shall take the necessary and appropriate steps to ensure the health and safety of FIVE's guests, associates, and public in the communities where both Supplier and FIVE operate.

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Refer detailed '*Health and Safety Policy*' to learn more.

## **F. PROHIBITION OF HARASSMENT, ABUSIVE BEHAVIOR AND VIOLENCE**

All FIVE suppliers shall not implement or tolerate, and in all cases prohibit, any form of violence or verbal, physical or psychological mistreatment, harassment, threats, inhumane or humiliating treatment, corporal punishment, or any form of intimidation. No activities shall contribute toward human exploitation, including human trafficking, modern slavery, forced, bonded or involuntary labour and the sexual exploitation of children, adolescents or adults. Suppliers shall provide a working environment free of abusive, violent, threatening, disruptive and other improper behavior and not tolerate harassment, and other disrespectful conduct, including sexual harassment, discrimination, and bullying. Suppliers shall neither allow nor tolerate child prostitution at their premises and facilities.

All suppliers must adopt and implement a workplace policy on violence and harassment prevention, in consultation with workers and their representatives and provide trainings to employees on any hazards or risks and related prevention and protection measures.

Where recruitment agencies/brokers are used by the supplier, appropriate due diligence and ongoing management must be undertaken to ensure that risks of worker exploitation, such as debt bondage, are effectively mitigated. Reasonable evidence of these activities must be available to FIVE upon request, within a reasonable notice period.

## **G. MINIMUM WAGE REQUIREMENTS**

Minimum wage or living wage refers to the wage that enables workers and their families to meet their basic needs and provide some discretionary income. Compensation paid to workers shall comply with all applicable local wage laws, including those relating to minimum wages, overtime hours at a premium rate and legally mandated benefits.

All FIVE suppliers must comply to providing the living wage requirements of employees at designated levels mentioned above. Further, all supplier employees must be safeguarded against any unfair wage reduction because of disciplinary measures. All workers must be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Employee wages must be prioritized in case of employer insolvency/ bankruptcy.

## **H. WORKING HOURS**

Working hours refer to the time during which the persons employed are at the disposal of the employer. It includes regular and overtime working hours and excludes rest periods and public holidays. Excessive working hours have a negative impact on employee health and safety which may in turn also impact employee productivity and increase the risk of injury.

All FIVE suppliers are required to maintain the working hours of the suppliers' employees. Working hours shall not exceed the maximum limit set out by the applicable laws. Internationally recognized standards state a maximum of 48 regular hours of work per week, a rest period of at least 24 hours every seven days and maximum of 12 hours of voluntary overtime per week. Respective country specific

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laws may override the ILO requirements. Any exceptions to the norm may require providing compensatory holidays to the employees.

## **I. PROVIDE REGULAR EMPLOYMENT**

To every extent, work performed must be based on recognized employment relationships established through national law and practice. All FIVE suppliers must strive to provide regular employment opportunities in the form of permanent and direct employment contracts. Non-regular employment viz. fixed term contracts, contracted labour must be discouraged in normal course of business to the extent possible. (Exceptions may be short-term tasks, flexible work opportunity for global mobility in employment)

## **J. PROTECTION OF MIGRANT WORKERS**

Migrant workers are subject to protection of their fundamental human rights at all companies. All FIVE suppliers are required to protect rights of their migrant workers by ensuring that no recruitment fee is charged to them at the time of hiring or their key identity documents (passport and other identification proof) is maintained by the company as a pre-requisite to hiring. All employment contracts must be documented in the language understood by the workers which shall be in line with the original employment contract with specified terms and conditions.

## **K. PROVIDE EQUAL EMPLOYMENT OPPORTUNITIES**

All FIVE suppliers shall undertake to establish working relations in full compliance with the relevant laws and contractual provisions, guaranteeing their workers the same employment opportunities and ensuring that everyone benefits from fair legislative and remunerative treatment based on criteria of merit and expertise.

## **L. CONTRIBUTE TO A SUSTAINABLE ENVIRONMENT**

FIVE is committed to minimizing the direct and indirect environmental impacts of its operations and its supply chain to continuously improve its environmental performance. All FIVE suppliers shall operate in respect of the laws and applicable administrative authorizations regarding environmental protection, prevention of pollution and sustainable waste management. Suppliers are expected to limit climate change impact including efforts to identify and manage

environmental risks and impacts of their organization and supply chain. Suppliers are required to have an environment management system certified to an international standard, where applicable, to assess, manage, record, monitor their impact and prevent any key risk of impact on the environment because of their business activities (manufacturing, trading, transport, etc.). They are expected to be environmentally proactive and to meet or exceed environmental requirements and regulations.

- All suppliers must obtain and maintain the required environmental permits and follow the operational and reporting requirements of such permits.
- In case the supplier business involves use and release of chemicals in the environment, the supplier must implement practices and procedures to identify and manage its safe handling, movement, storage, recycling or reuse and disposal.

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- Suppliers must not use materials from endangered varieties of wood and should preferably show documented usage of wood from sustainably managed forests.
- Suppliers shall not use any materials on FIVE Hotel's "List of Restricted Substances" (i.e. asbestos, arsenic, cadmium, chromium compounds, CFCs, cyanides, DDT, halons, and PCBs) and should strive to use chemicals with low toxicity and high biodegradability.
- Suppliers must undertake initiatives to reduce the environmental impact of their operations, products, and services throughout the entire life cycle by means of an efficient and responsible use of natural resources, setting science-based greenhouse gas emission reduction targets, the preference for energy from renewable sources, proper waste disposal and waste management, the containment of greenhouse gases, reduction of emissions, protecting natural and water resources, reducing energy, water and material consumption and mitigation of the impact on biodiversity and ecosystems. Preferred level of environmental management is ISO 14001.
- Suppliers shall have in place an effective environmental policy, statement, or program to mitigate environmental risks, the implementation of which should be evident throughout all levels of the company.
- Emissions to air that are likely to cause pollution or contribute to climate change must be monitored, controlled, and minimized where possible
- Suppliers shall consider the environmental credentials and performance of vendors within their own supply chain and require them to operate to a minimum set of standards
- Products and services provided to FIVE must include options that offer reduced environmental impact by utilizing environmentally sound technologies, processes, and sustainable materials, etc.
- Suppliers are also encouraged to do their part in halting nature loss and the protection of biodiversity

## **M. COMPLIANCE WITH LAWS**

All FIVE suppliers shall comply fully with all laws and regulations applicable to them, including internationally where applicable in the countries in which they operate, industry minimum standards and any other relevant statutory requirements, whichever requirements are more stringent. Suppliers adopt all necessary measures so that they are constantly up to date with legislative changes and comply with these changes.

## **N. COMBAT BRIBERY AND CORRUPTION PRACTICES**

Bribery is defined as a specific offence which concerns the practice of offering or receiving something, usually money, to gain an illegal advantage or with the intention of influencing the recipient in a way favorable to the provider. Corruption is an abuse of a position of trust or the misuse of power for private gain. Facilitation or grease payments are unofficial payments made to a Public or Government Official (or other person) to secure or expedite the performance of a routine or necessary administrative action to which a person is otherwise entitled.

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All FIVE suppliers are required to comply with requirements of all applicable bribery and anti-corruption laws as applicable to the respective geographic location. (Example: UK Bribery Act, US Foreign Corrupt Practices Act)

Suppliers must prohibit engagement and implement policies and systems to combat all forms of bribery, corruption, extortion, embezzlement, fraud, money laundering, terrorist financing, or identity theft.

FIVE does not permit any form of Facilitation or Grease Payments. Facilitation or Grease Payments are a form of corruption (Unofficial payments made to a Public Official). All situations involving facilitating payments must be reported as per the reporting channels. FIVE prohibits kickbacks of any kind. FIVE requires its suppliers to never pay, offer, or accept Anything of Value to any employees, or related person, with whom FIVE may have a business or employment relationship, to influence any act or decision to secure any improper advantages. This applies even if you receive no personal benefit from the payment or if such payment benefits the Company

## **O. PROHIBITING EXCHANGE OF GIFTS AND ENTERTAINMENT**

Gifts must be legal, reasonable, and approved by corporate management. FIVE strictly forbids giving or promising anything of value to a government official or a FIVE employee, whether to influence that person in their official duties or to encourage unlawful conduct. Giving or receiving anything of value (defined as something beyond the usual course of business). Supplier employees should practice strong judgement in assessing whether a certain gift should be provided or received which could hamper business decisions and association. All FIVE suppliers should refrain from indulging in such transactions.

Suppliers should ensure that acceptance of any business courtesies, gifts of entertainment is proper and could not reasonably be construed as an attempt by the offering party to secure favorable treatment. Our employees cannot engage in any behavior that could impact their judgement regarding the best interest of the company or their ability to give full attention to that has a substantial monetary value (above AED 100) and includes any personal kickback arrangement. Employees may not accept gifts of money under any circumstances, nor may they solicit non-monetary gifts or any other personal benefit or favor of any kind from suppliers. Non-compliance of the Code of Conduct by suppliers will result in immediate termination of agreement along with the suspension and forfeiting all outstanding dues from hotel including legal actions.

In case of any opinion required for giving or accepting anything of value, the supplier employees or FIVE employees may contact the email ID of the Ethics and Compliance Committee.

## **P. PROMOTE FREE AND OPEN COMPETITION**

FIVE believes and promotes free and open competition. Suppliers must prohibit any activities involving anti-competitive agreements, anti-competitive unilateral conduct that exploits market dominance or market power, cartels, anti-competitive mergers and acquisitions and any other form of anti-competitive activity. Suppliers must comply with all applicable national and international anti-trust and anti-competitive laws and regulations.

## **Q. RESPECT PRIVACY AND PRESERVE CONFIDENTIALITY**

All FIVE suppliers should ensure compliance to applicable laws on personal data privacy laws. All FIVE information shared with suppliers including transactions, employees, commercial level information

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should be classified appropriately by the supplier. All available information, knowledge or data cannot be used, communicated, or shared with external parties without any prior consent of FIVE authorized personnel. Supplier shall undertake all means and technologies to safeguard and protect the IT systems in terms of confidentiality, integrity, and availability of the assets.

## **R. MANAGING CONFLICT OF INTERESTS AND SENSITIVE SITUATIONS**

FIVE is committed to identifying and addressing real and potential conflicts of interests and sensitive situations that may arise in the conduct of its business before accepting, commencing or continuing the relationship with its suppliers.

Suppliers must act fairly and impartially in any situation in which there may be a conflict of interest, in full compliance with the principles and information described herein. This occurs when your personal, financial, or family interests or relationships interfere, or appear to interfere, with the ability to be objective and act in the legitimate interest of the Company. Further, a sensitive situation is defined as any circumstance that could create a serious commercial, reputational or client relationship issue for FIVE. Any relationship with FIVE employees which may pose a potential conflict of interest should be declared prior to onboarding. Supplier onboarding in such cases will be subject to management discretion.

If after onboarding, the supplier becomes aware of an actual or potential conflict of interest or a sensitive situation that may impact its work for or with FIVE or otherwise, it shall notify FIVE timely through the available reporting channels. Based on the circumstances, suppliers may be required to put in place appropriate measures to manage the conflict of interest or sensitive situation.

## **S. RESPECT FOR LOCAL COMMUNITIES**

FIVE is dedicated to the well-being of the communities in which we do business, as evidenced through charitable giving and various forms of community involvement. Suppliers are encouraged to engage with their communities to help foster social and economic development and sustainability. FIVE reserves the right to amend or modify this Code of Conduct. FIVE may terminate its relationship with any Supplier found to be in violation of these standards or for any other reason consistent with FIVE's contract with such Supplier.

## **T. COMPETING FAIRLY**

FIVE is committed to fair competition and does not tolerate anti-competitive activity in any form. Suppliers shall refrain from any unfair competition under applicable anti-trust and competition laws and regulations, whether alone or in combination with other entities or individuals. Specifically, suppliers shall not enter into any agreement, formally or informally, to unlawfully restrict competition; set prices, compensation or benefits; or allocate clients, markets, people, or services for or on behalf of FIVE or otherwise in connection with any relationship with FIVE.

## **U. INTELLECTUAL PROPERTY**

FIVE is committed to protecting its intellectual property and respecting the valid intellectual property rights of others. FIVE expects suppliers to respect the intellectual property of FIVE and others. For example, suppliers shall not use FIVE intellectual properties in a manner that is not authorized by FIVE nor other parties' unlicensed software or technology in support of or in connection with work for or with FIVE.

## **V. IMPLEMENT ANIMAL WELFARE STANDARDS**

Every supplier of FIVE engaged in the sourcing and supply of animal products such as poultry, seafood, eggs, etc. should implement sustainable standards of sourcing, storage, transport and supply of animals which is in line with the animal welfare policy defined by FIVE. Suppliers must use humane procedures and sound practices designed to prevent the mistreatment of animals and ensure the proper handling and humane slaughter of animals.

## **W. POLITICAL CONTRIBUTIONS**

Suppliers shall disclose to FIVE all actual or potential conflicts of interests arising from either personal or business relationships with employees or that conduct business with FIVE. This includes any political contributions made in the name of business done with FIVE. All such contributions or a relationship with government officials should be disclosed to FIVE.

## **X. PROTECTING PROPERTY**

Suppliers must safeguard and protect FIVE properties from theft, waste, cyber-attack or other threat of loss. FIVE properties should only be used for FIVE's business.

To the extent a supplier has access to a FIVE email system or other form of electronic communication system, anything generated, received by or stored in one of these systems is property of FIVE. Additionally, all suppliers with any type of electronic access must comply with the Company's applicable information technology policies, including Information Security, Email Usage, Network Access, and Internet Usage. For any further information required, reach out to the Purchasing SPOC at FIVE and the policies will be made available on request.

## **Y. MAINTENANCE OF BOOKS AND RECORDS**

All suppliers of FIVE shall maintain accurate books of accounts and records relating to business activities conducted for or on behalf of FIVE. Any statement of accounts or records related to transactions done with FIVE shall be made available to FIVE upon request.

## **Z. PROHIBITION OF HUMAN TRAFFICKING AND CHILD ABUSE**

All suppliers shall undertake to apply utmost vigilance to ensure that in its activity, minors are protected from sexual abuse and that its premises cannot be used for the production, distribution and storage of any kind of pornographic materials. All suppliers shall further undertake to support the elimination of all forms of human trafficking and forced, bonded or compulsory labor, as well as the exploitation of children. This provision is a material provision of the Supplier Agreement and failure to comply to the same will result to breach and immediate termination of the business relationship without the need for any further legal notice.

## **AA. EXTENDED SUPPLY CHAIN**

All suppliers are required to extend the requirements to their supply chain for ensuring high standards in labour health, safety, working conditions and environmental measures. All FIVE's suppliers shall have a supplier code of conduct signed off by their suppliers on the above requirements to ensure best practices across social and environmental standards implemented through the extended supply chain.

## **2. RIGHT TO AUDIT COMPLIANCE TO SUPPLIER CODE OF CONDUCT**

FIVE is committed to monitoring compliance against its internal standards and policies. Compliance with our standards and policies is an important component to the success of FIVE.

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FIVE expects third parties to have processes and controls in place to comply with this Code. Where appropriate, FIVE conducts risk-based due diligence on suppliers as part of assessing its relationship with suppliers. FIVE expects its suppliers to provide complete and accurate information to facilitate due diligence efforts undertaken by FIVE, where requested.

If FIVE determines that a supplier has breached this Code, it may require the supplier to implement a remediation plan, or, in certain circumstances, it may suspend or terminate the relationship with the supplier.

FIVE at its own expense shall have the right to audit its suppliers using a combination of audits, self-assessments, and documentation reviews to monitor compliance against the requirements of the Supplier Code of Conduct (including health and safety and environmental standards). In case any gaps are observed, FIVE shall engage with suppliers to formulate an improvement plan to anchor more responsible practices.

## **3. COMMUNICATION**

FIVE has communicated the supplier standard and guidelines to all its colleagues through periodic email communications. All suppliers within and outside the Group are informed to comply with the supplier standards mentioned in the code of conduct document and provide their declaration on the compliance of these standards. Suppliers should promote these standards with their own suppliers and subcontractors.

Any colleague who has questions or concerns about this policy should speak with the Purchasing Manager.

## **4. INCIDENT RESPONSE AND REPORTING**

FIVE colleague/ supplier employees shall report any of the following incidents/ non-compliances/ grievances to the Supplier grievance cell:

- Any suspicious behavior from guests, employees, staff of the Supplier's suppliers or any other person on the Suppliers premises, or during excursions, must be reported to the local authorities by the Supplier
- Violation to human rights
- Conflict of interest
- Child/ forced labour/ modern slavery
- Exchange of gifts/ bribes
- Misdirected information exchange leading to non-compliance to data privacy
- Discrimination, violence, or abusive behavior at the workplace
- Political contributions on behalf of the Company
- Receipt of any subpoena, regulatory request, media inquiry or other supplier request concerning FIVE
- Any suspected violations to any law or regulations that relate to FIVE's business or a violation of this Code
- Any other concerns, allegations, investigations, incidents which may appear to compromise the supplier – customer relationship during business

FIVE shall endeavor to maintain confidentiality of the person reporting the incident in case of the above instances. FIVE shall perform a thorough investigation through the compliance team for such incidents reported through its Ethics and Compliance Committee. FIVE has published this document in local languages to supplier personnel to come forward and report any grievances/ incidents.



Ethics and Compliance Helpline email ID: [ethics@fiveglobalholdings.com](mailto:ethics@fiveglobalholdings.com).  
Ethics and Compliance Helpline: [+971-42475270](tel:+971-42475270)

**ACKNOWLEDGEMENT OF TERMS**

I HEREBY HAVE ACCEPTED AND AGREED TO FOR AND ON BEHALF OF

COMPANY NAME: \_\_\_\_\_

By signing below, I further confirm that I will not only agree to the Code of Conduct going forward but have complied with the Supplier Code of Conduct in my dealings with FIVE in the past. I understand my compliance with the Supplier Code of Conduct is required to be able to do business with FIVE.

Signature:

Date:

Designation:

Company Stamp: