



## Integrity Policy

At CB Civil, integrity is not merely a policy, it's the foundation of how we conduct our business.

To drive world class outcomes, CB Civil commits to:

- Act Competently
- Upholding ethical standards with a strict stance against bribery and corruption.
- Ensuring every business activity is conducted lawfully and impartial.
- Keeping our business activity transparent and free from conflicts of interest.
- Safeguarding sensitive and confidential information as agreed.
- Regulating gifts to ensure integrity takes precedence over influence, maintaining a stance of gratitude, not obligation.
- Using our assets solely for legitimate, ethical purposes, respecting resources with the utmost responsibility.
- Nurturing a culture where integrity is the guide for growth, using our values to guide our decisions.
- Zero engagement in activities that lead to employee personal gain at the expense of CB Civil.
- Reporting Breach of Policy

Commitment by the CEO

A handwritten signature in black ink, written over a horizontal blue line.