

## CODE OF INTEGRITY

### DEAR COLLEAGUES

Integrity is at the heart of **NES**. The trust that we inspire in our customers and stakeholders is the key to our success as an organization and as individuals.

As leaders in our industry, we hold ourselves to the highest standard of professional behavior. Our Code of Integrity is the expression of values which are shared throughout **NES**, its various businesses and affiliates.

In order to achieve our goals, we aim to attract and retain employees who are passionate about delivering their work with leadership, fairness and honesty. We recognize that we have a responsibility to each other and to our customers to uphold our principles of integrity.

We are the custodians of the **NES** brand and reputation and we continuously strive to defend the values they represent in the marketplace. We achieve this objective by conducting our business honestly and transparently. As part of this commitment, we encourage an open culture where we can exchange ideas and information, seek advice and raise concerns, without fear of retaliation.

This will allow us to serve the interests of our customers in the markets where we choose to operate, provide opportunities to our employees and create sustainable financial returns to our shareholders.

(Eng. Osman M. Osman)  
NES President

NEAR EAST SERVICE

**NES**

شركة الشرق الأدنى للخدمات



01-01-2017

## Reporting Code of Integrity concerns

You can make a report as follows:

- (i) Verbally through our Whistleblower line No.: (+202) 38861694 – ext.: 105
- (ii) In writing (by post or by email) to NES responsible person on:  
[info@neservices.co](mailto:info@neservices.co)
- (iii) or via regular mail to: Eng. Ashraf Refaat – Compliance Officer  
Palm Hills Central - 1st Floor - F08, 6th October City, Giza,  
Egypt.