

ZERO TOLERANCE · PRE-QUALIFICATION

Anti-bribery and corruption policy

September 2026 · Rev. 00 · Averon Solutions, Al Khobar, Saudi Arabia

Averon Solutions prohibits bribery and corruption in all forms. This one-page policy is issued for clients, partners and pre-qualification files. It applies in the Kingdom of Saudi Arabia and wherever Averon or a person acting for Averon does business.

1. What is prohibited

Offering, promising, giving, requesting or accepting anything of value to improperly influence a decision. Facilitation payments to speed routine government action are prohibited, even if small or locally common.

2. Who it covers

Employees, officers, consultants, agents and specialist partners when they act on an Averon scope or in Averon's name. Averon will not use a third party to do what this policy forbids.

3. Gifts and hospitality

Modest, occasional hospitality that is transparent, proportionate and not intended to influence a decision may be acceptable. Cash, cash equivalents, and any gift tied to a bid, permit, invoice or variation are not.

4. Books, partners and records

Payments are recorded honestly. Off-book funds are forbidden. Partners and agents introduced in Averon's name are subject to proportionate due diligence.

5. Reporting

Any request for a bribe, or any suspicion of one, must be reported at once to the Chief Executive Officer or to info@averonksa.com. Genuine reports made in good faith will not be penalised.

6. Accountability

The Chief Executive Officer owns this policy. Breach may result in disciplinary action, contract termination and referral to the competent authorities in the Kingdom of Saudi Arabia.

This policy is issued from Al Khobar for use in commercial pre-qualification and for day-to-day conduct of Averon business.

Umesh Kumar OjhaChief Executive Officer
Averon Solutions – KSA