

ETHICS · INTEGRITY · FAIR DEALING

Code of Conduct

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

This Code sets the standard of behaviour expected of everyone who represents Averon Solutions in the Kingdom of Saudi Arabia — employees, officers, consultants and anyone acting in Averon’s name. Specialist partners working on Averon scopes are expected to meet an equivalent standard.

1. Integrity in every dealing

We compete and deliver on merit. We do not misrepresent capability, hide conflicts, or use another party’s confidential information.

2. No facilitation payments

Averon does not pay, offer or accept bribes, kickbacks or facilitation payments — in cash or in kind — to win work, speed a permit, or influence a decision.

3. Conflicts of interest

Personal, family or outside-business interests that could affect an Averon decision must be declared to the Chief Executive Officer before the work proceeds.

4. People, plant and records

Safe work, honest records and respect for colleagues, clients and partners are not optional. We do not falsify timesheets, inspection reports or commercial documents.

5. Confidentiality

Client data, drawings, prices and partner information stay inside the engagement they belong to.

6. Speak up

Concerns should be raised with the Chief Executive Officer or written to info@averonksa.com. A genuine concern raised in good faith will not be used against the person who raised it.

The Chief Executive Officer is accountable for this Code. A breach may lead to disciplinary action, removal from an Averon scope, or the end of a commercial relationship.

Umesh Kumar OjhaChief Executive Officer
Averon Solutions – KSA