

Code of Conduct

Farouks Fusion

1. Code of conduct

Farouk Fusion Business Code of Conduct Preamble The Farouk Fusion Business Code of Conduct serves as a foundational document outlining our unwavering commitment to the highest ethical and legal standards in all aspects of our operations. As ambassadors of Farouk Fusion, we embrace these principles and guidelines to guide our conduct as employees, contractors, partners, and representatives. Compliance with Laws and Regulations 2.1. Full Compliance: We pledge to uphold all applicable laws, regulations, and industry standards wherever Farouk Fusion conducts business. Non-compliance with legal requirements will not be tolerated. Ethical Business Practices 3.1. Honesty and Integrity: In every business endeavor, we shall conduct ourselves with the utmost honesty and integrity, refraining from any deceptive or misleading practices. 3.2. Conflict of Interest: We are diligent in identifying and disclosing conflicts of interest that may compromise the integrity of our decisions or actions.

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Respect and Fair Treatment 4.1. Respect for Individuals: We are unwavering in our commitment to treating all individuals fairly, impartially, and with utmost respect, irrespective of their background, race, gender, religion, age, disability, or other attributes. 4.2. Anti-Harassment and Discrimination: Any form of harassment or discrimination within Farouk Fusion is strictly prohibited, and we are resolute in ensuring a safe, inclusive, and respectful work environment. Confidentiality We are guardians of confidential information encompassing company data, employee records, customer data, and intellectual property. Unauthorized disclosure of such information is a grave breach of trust. Accountability 6.1. Personal Responsibility: We hold ourselves personally accountable for our actions, decisions, and performance, recognizing that our individual conduct reflects upon Farouk Fusion. 6.2. Reporting Violations: We encourage all employees to promptly report any violations of this Code of Conduct or unethical behavior without fear of retaliation.

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Environmental and Social Responsibility Farouk Fusion is resolutely committed to minimizing our environmental footprint and contributing positively to the communities where we operate. We shall actively pursue sustainable practices and engage in corporate social responsibility initiatives. Competition and Fair Dealing We pledge to engage in fair competition in the marketplace, refraining from anti-competitive behavior, collusion, or unfair business practices. Health and Safety The health and safety of our employees and stakeholders are of paramount

importance. We vow to uphold safe working conditions and comply with all health and safety regulations.

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Compliance and Enforcement 10.1. Training and Education: We shall provide comprehensive training and educational programs to ensure that all employees possess a profound understanding of and adherence to this Code of Conduct. 10.2. Investigations: Allegations of misconduct will be diligently investigated, and appropriate actions will be taken in case of violations. Consequences of Violations Violations of this Code of Conduct may result in disciplinary actions, including the termination of employment or contracts. In severe cases, legal action may be pursued. Review and Update This Code of Conduct will be subject to periodic review and updates to ensure its relevance and effectiveness in guiding our ethical conduct.

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International Law and Non-Responsibility

13.1. International Law: Farouk Fusion conducts its operations in strict adherence to international laws and regulations governing our business activities. We are unwavering in upholding the principles of international law and respecting the sovereignty of nations where we operate. 13.2. Non-Responsibility for Others' Actions or Beliefs: Farouk Fusion acknowledges the diversity of beliefs, opinions, and values held by employees and stakeholders. We respect the individual rights to beliefs and actions, provided they are within the bounds of our Code of Conduct and the law. Farouk Fusion explicitly disclaims responsibility for the actions, beliefs, or conduct of individuals or external parties, except as required by law. By adhering to this elevated Code of Conduct, we affirm our commitment to cultivating a positive work environment, fostering business growth, and safeguarding the reputation of Farouk Fusion as a principled and ethical organization. —