



Al Maha's

Principles of
Business Conduct

Leading with Integrity

Al Maha Petroleum Products Marketing Company SAOG, established in 1993 and named after the Arabian Oryx, stands as a symbol of resilience and pride for the Sultanate of Oman. Since our public listing on the Muscat Stock Exchange in 2004, Al Maha has played a vital role in supporting Oman's infrastructure and energy needs, reliably delivering fuel and services across the nation for over three decades

Our journey has been guided by a commitment to reliability, sustainability, and innovation. As we continue to evolve, we remain focused on delivering value to our customers, shareholders, and society at large

These Principles of Business Conduct reflect our shared values: fairness and respect, regulatory compliance, teamwork, customer focus, innovation, and social responsibility. They define the behaviour expected of all employees, contractors, and business partners, and guide every decision we make and every interaction we undertake

At Al Maha, we are measured not only by the results we achieve but by how we achieve them. Acting in line with these Principles strengthens our reputation and builds lasting trust with our stakeholders. Al Maha's leadership is committed to leading by example and ensuring that every team member understands and lives by these principles

To support this commitment, Al Maha has implemented safe and confidential channels for employees to raise concerns or report suspected misconduct. Al Maha does not tolerate retaliation against anyone who raises a concern in good faith. Speaking up is a duty we all share when something does not align with our values.

These Principles are more than words – they are a reflection of who we are and what we stand for. Living by them is essential to Al Maha's continued success and our pledge to a responsible, innovative future.

Eng. Hamed Al Maghdri
Chief Executive Officer



Al Maha's Principles of Business Conduct



Al Maha Petroleum Products Marketing Company SAOG is committed to operating with transparency, integrity, and accountability. This document presents a public version of our core Principles of Business Conduct, offering stakeholders, including the public, investors, and partners, a clear understanding of the values and ethical guidelines that shape our operations.

It is important to note that this document serves as a general overview of our principles. Al Maha maintains comprehensive internal policy handbooks that outline detailed procedures, expectations, and disciplinary measures in relation to these matters. These internal policies are available to all employees and are regularly updated to reflect legal requirements, industry best practices, and the Company's commitment to a fair, safe, and ethical working environment.

While these general policies provide an overview of our core values, it is the comprehensive internal policies that detail the operational measures in place to uphold these principles throughout the organisation.



Abbreviations and Definitions



Al Maha

Al Maha Petroleum Products Marketing Co. SAOG, also referred to as the 'Company' or 'Entity'.



Board

Board of Directors.



Stakeholder

Any internal or external party with an interest in Al Maha's operations, including employees, senior management, board members, customers, suppliers, and regulators.



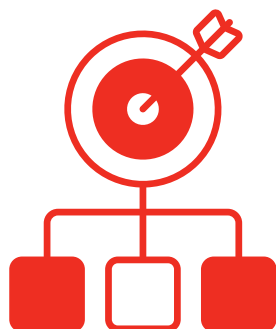
Purpose and Ethical Foundation

The Principles of Business Conduct at Al Maha Petroleum Products Marketing Company SAOG serve as the foundation for ethical decision-making and responsible behaviour across all levels of the organisation. They are designed to promote integrity, transparency, and accountability in every aspect of our work—from day-to-day operations to long-term strategic planning.

These principles reflect Al Maha's unwavering commitment to the highest ethical standards, extending beyond legal compliance to embrace global best practices and the expectations of our stakeholders. In support of this, the Company has developed detailed internal policies that govern each of these matters comprehensively. This public document serves as a high-level summary of those policies to provide clarity, transparency, and assurance to all stakeholders—including employees, investors, business partners, and the wider community.

Scope and Structure of the Principles

These principles apply to all personnel, including contractors and third-party agents. They serve as a simplified yet comprehensive reference, reinforcing the expectations set out in internal policies while supporting responsible and compliant behaviour.





Our Core Principles



Diversity, Discrimination, and Human Rights Policies

- Professionalism, Anti-Discrimination, and Bullying-Free Workplace Policy
- Equal Opportunity & Diversity Policy
- Human Rights Policy



Health, Safety, Environment, and Sustainability

- Health, Safety, Security & Environment (HSSE) Policy
- Sustainability Commitment



Ethics, Integrity, and Anti-Corruption

- Business Ethics and Anti-Insider Trading Policy
- Conflict of Interest Policy
- Whistleblowing and Protection Policy
- Non-Retaliation Commitment
- Anti-Fraud and Financial Integrity Standards
- Anti-Bribery, Gifts, and Hospitality Guidelines
- Anti-Money Laundering and Financial Crime Prevention Standards



Compliance, Privacy, and Security

- International Trade & Sanctions Compliance Commitments
- Privacy and Data Protection Principles
- Intellectual Property Protection Standards
- Records Management Guidelines
- IT and Cybersecurity Misuse Prevention Practices



Governance, Communication, and Social Responsibility

- Communications & Public Disclosure Policy
- Directors' Principles of Professional Conduct
- Due Diligence and Social Responsibility Policy
- Adherence to Laws and Policies



Training and Continuous Improvement

- Training and Awareness
- Continuous Improvement

Diversity, Discrimination, and Human Rights Policies



Professionalism, Anti-Discrimination, and Bullying-Free Workplace Policy

- Al Maha provides a respectful, inclusive work environment. Discrimination and harassment, verbal, physical, or online, are not tolerated. Employees are encouraged to report incidents, with HR tasked to investigate confidentially and act decisively to maintain a fair and safe workplace.

Equal Opportunity & Diversity Policy

- We value diversity and promote fairness in recruitment, development, and compensation. All decisions are based on merit, with efforts to eliminate barriers and ensure accessibility. Diversity enriches our thinking and reflects the society we serve.

Human Rights Policy

- Al Maha adheres to the Universal Declaration of Human Rights and ILO standards. We prohibit child labour, forced labour, and discrimination, and promote freedom of association, safety, and dignity throughout our operations and supply chain.

Health, Safety, Environment, and Sustainability



Health, Safety, Security & Environment (HSSE) Policy

- HSSE excellence is central to our operations. We invest in training, monitoring, and environmental protection initiatives to reduce risk, safeguard health, and preserve resources—ensuring safe workspaces and sustainable practices.



Sustainability Commitment

- We strive for operational efficiency, environmental responsibility, and community engagement. From eco-conscious supply chains to social investment, sustainability is embedded in our decision-making and business planning.



Ethics, Integrity, and Anti-Corruption



Business Ethics and Anti-Insider Trading Policy

- We ensure fair and transparent operations by prohibiting insider trading and conflicts of interest. Employees must protect confidential information and uphold professional conduct in all transactions and relationships.



Conflict of Interest Policy

- Employees must disclose any personal interests that may influence business decisions. Openness protects Al Maha's credibility and supports unbiased decision-making.



Whistleblowing and Protection Policy

- Whistleblowers can report violations via hr@almaha.com.om. Anonymous reporting is permitted, and whistleblowers are protected from retaliation. Serious issues may be escalated to authorities such as the Royal Oman Police.



Non-Retaliation Commitment

- Al Maha maintains a strict non-retaliation policy. Any employee raising concerns or reporting misconduct in good faith is protected from retaliation, harassment, or adverse actions, regardless of the outcome of the investigation.

Ethics, Integrity, and Anti-Corruption



Anti-Fraud and Financial Integrity Standards

- Fraudulent behaviour, including bribery, falsification, or asset misuse, is prohibited. We maintain robust monitoring systems, and violations may lead to legal and disciplinary actions. Reporting suspected fraud is a shared responsibility.



Anti-Bribery, Gifts, and Hospitality Guidelines

- Al Maha prohibits bribery in all forms. Employees must not offer, give, solicit, or accept gifts or hospitality that could improperly influence business decisions or create a conflict of interest. All gifts must be reported and approved according to internal guidelines.



Anti-Money Laundering and Financial Crime Prevention Standards

- We conduct due diligence, verify identities, and maintain full transparency in transactions. Any suspicious activity must be reported confidentially through the appropriate internal channels, such as the Legal Department. Al Maha provides regular training and guidance to staff to ensure awareness of regulatory obligations and adherence to international compliance standards.

Compliance, Privacy, and Security



International Trade & Sanctions Compliance

- Al Maha avoids any dealings with restricted or sanctioned entities. Employees are required to verify third parties, exercise due diligence, and ensure compliance with applicable international trade laws and sanctions. Internal procedures and checks are in place to help prevent violations and protect the Company from legal or reputational risks.



Privacy and Data Protection Principles

- Personal data is treated with confidentiality and safeguarded through encryption, access controls, and secure systems. Staff must follow strict protocols and report concerns to IS@almaha.com.om



Intellectual Property Protection Standards

- Al Maha's knowledge, software, systems, and branding are vital assets. Employees must protect these from misuse and avoid infringing upon the IP of others. Violations may lead to disciplinary and legal consequences.

Compliance, Privacy, and Security



Records Management Guidelines

- All records must be maintained according to internal procedures and legal requirements. Proper recordkeeping ensures data integrity, supports decision-making, and meets compliance obligations.

IT and Cybersecurity Misuse Prevention Practices

- Company IT systems must be used responsibly. Employees must avoid downloading unauthorised content, practice strong password hygiene, and follow cybersecurity protocols to defend against digital threats.

Governance, Communication, and Social Responsibility



Communications & Public Disclosure Policy

- Only the Chief Executive Officer (CEO) is authorised to speak officially on behalf of Al Maha Petroleum. In specific cases, other trained personnel may do so with prior approval. All public statements must be accurate, professional, and aligned with Al Maha's commitment to public trust and regulatory compliance.

Directors' Principles of Professional Conduct

- Directors must act independently, ethically, and transparently—upholding confidentiality, avoiding conflicts, and making decisions in the best interest of shareholders and the public.

Due Diligence and Social Responsibility Policy

- We engage only with ethical partners and monitor supply chain practices for compliance in labour, environment, and governance. We also invest in local communities and support national development priorities.

Adherence to Laws and Policies

- We strictly follow Omani laws and industry regulations, with oversight from the Financial Services Authority (FSA). Employees can contact HR (hr@almaha.com.om) or Legal (legal@almaha.com.om) for guidance and support.

Training and Continuous Improvement

Training and Awareness

- Al Maha provides regular training sessions to ensure that all employees understand these Principles and the related internal policies. Training supports awareness, compliance, and a shared commitment to ethical behaviour across the Company.

Continuous Improvement

- These Principles of Business Conduct are reviewed and updated periodically to reflect changes in the legal, regulatory, and ethical environment. Al Maha remains committed to continuous improvement, strengthening its corporate governance, ethical standards, and responsibility to stakeholders.



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With you everywhere

