



Methods for Irrigation and Agriculture
لتطوير أساليب الري والزراعة

CODE OF CONDUCTS

DECEMBER, 2018

INTRODUCTION

Methods of Irrigation and Agriculture (“**MIRRA**”) is committed to highest ethical and moral standards and compliance with applicable laws and regulations. This involves setting, reviewing and updating its policies and procedures in a regular and transparent manner and ensuring that such policies and procedures together with this Code of Conduct are fully observed and implemented in MIRRA conducting its internal affairs and external activities.

Abidance by this Code of Conduct by MIRRA together with its employees ensures establishing transparency, integrity and trust amongst the employees, consultants, suppliers, subcontractors, customers and other entities with which MIRRA deals and which are key values to promote the growth and success of MIRRA and maintain the trust in MIRRA by these parties and the community that MIRRA serves.

It is established that this Code of Conduct provides for the minimum standards expected from employees of MIRRA who shall ensure full abidance by applicable laws and regulations. MIRRA strives to ensure keeping up with the best industry standards and will continue to update this Code of Conduct as needed.

Thank you for understanding the importance of implanting this Code of Conduct.

CONTENTS

1.	Compliance with Applicable Laws and Regulations	4
2.	Labour Laws.....	4
3.	No Discrimination.....	4
4.	Anti-Corruption.....	4
5.	Conflict of Interest	5
6.	Gifts and Hospitality	5
7.	Protection of Assets, Systems and Funds.....	5
8.	Confidential Information.....	5
9.	Public Statements	5
10.	Environment.....	6

1. COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS

- 1.1 MIRRA ensures its full abidance by all applicable laws and regulations.
- 1.2 Employees are required to abide by all applicable laws and regulations internally and in their business dealings with third parties.

2. LABOUR LAWS

MIRRA recognizes and respects employees rights including, without limitation, human, rights, working hours, compensation, anti-slavery, and health and safety and ensures full abidance by applicable labour laws and regulations which embed rights enshrined in international treaties and conventions to which Jordan is a party.

3. NO DISCRIMINATION

- 3.1 No form of discrimination in hiring, employment and conduct of business is tolerated including, without limitation, on the ground of race, color, religion, gender, age, physical ability, health condition, opinions, nationality, social or ethnic origin, or marital status.
- 3.2 Employees are required to maintain discrimination-free working environment and promote a culture of respect, dignity and equal opportunity.

4. ANTI-CORRUPTION

- 4.1 MIRRA works against corruption in all forms.
- 4.2 Employees are required to adhere to the highest standards of moral and ethical conduct; to respect all applicable laws and regulations; and not to engage in any form of corrupt practices including, without limitation, extortion, fraud or offering or accepting, whether directly or indirectly, bribery or personal gain.

5. CONFLICT OF INTEREST

Employees are required to conduct their affairs in a transparent, objective and independent manner to avoid a situation of conflict of interest which includes, without limitation, any situation which may interfere with their duties and responsibilities, or affect their best judgment.

6. GIFTS AND HOSPITALITY

Employees are required not to offer or accept, whether directly or indirectly, any type of gift, service, benefits or offer of hospitality.

7. PROTECTION OF ASSETS, SYSTEMS AND FUNDS

Employees are required to protect the assets, systems and funds of MIRRA including confidential and proprietary information and use them only for the purpose of performing their duties.

8. CONFIDENTIAL INFORMATION

8.1 MIRRA ensures to set the systems, policies and procedures which maintains protects its confidential information including information related to third parties dealing with MIRRA.

8.2 Employees are required to fully protect confidential information of MIRRA including information related to third parties dealing with MIRRA and use them only for the purpose of performing their duties.

9. PUBLIC STATEMENTS

Employees are required to obtain the prior written approval of MIRRA in relation to any public statements or information they give.

10. ENVIRONMENT

- 10.1 As part of its mission, MIRRA's initiatives are intended to promote its greater environmental responsibility.
- 10.2 Employees are required to ensure that their conduct is in line with applicable laws and regulations related to the environment.