

Anti-Corruption and Bribery Policy

Daira Sabz (DS) Consulting and Engineering Group

Your Strategic Partner for Development and Sustainability

Purpose

This policy demonstrates Daira Sabz Consulting and Engineering Group's zero-tolerance approach to corruption, bribery, and all forms of unethical influence in business. It aims to ensure that all our national and international operations, partnerships, and transactions are conducted with integrity, in compliance with applicable laws, ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and international anti-bribery principles.

Scope

This policy applies to:

- All employees, consultants, shareholders, and interns
- All contractors, suppliers, partners, and third parties acting on behalf of Daira Sabz
- All activities in Afghanistan, Germany, and other regions where Daira Sabz operates

Definitions

- **Bribery:** Offering, giving, receiving, or soliciting anything of value as a means of influencing the actions of an individual or institution.
- **Corruption:** Abuse of entrusted power for private gain, including extortion, nepotism, facilitation payments, or kickbacks.
- **Facilitation Payments:** Small, unofficial payments to expedite routine services or decisions.

Policy Statements

- Daira Sabz strictly prohibits any form of bribery or corruption.
- No employee or affiliate may offer or accept any gift, cash, favour, or hospitality that could improperly influence business decisions.
- All payments and financial transactions must be transparently recorded and supported by proper documentation.
- Facilitation payments are not permitted under any circumstances.
- Political donations and sponsorships must be fully transparent and must not be used to gain business advantages.
- Third-party due diligence will be conducted before engaging with vendors, agents, or consultants.
- All employees are required to avoid conflicts of interest and declare any perceived or actual conflicts.

Roles and Responsibilities

- **Top Management:** Ensure commitment to anti-corruption principles, provide training, and lead by example.

- **Compliance Officer / Integrity Focal Point:** Monitor implementation, maintain records, and report to the CEO.
- **All Staff and Representatives:** Read, understand, and comply with this policy. Report concerns immediately.

Reporting and Whistleblowing

Daira Sabz encourages early reporting of suspected corruption through:

- Direct supervisor or manager
- Compliance Officer at: info@dairasabz.com
- Anonymous reporting box at headquarters

Whistleblowers are protected from retaliation. All reports will be investigated confidentially and thoroughly.

Disciplinary Actions

Violations of this policy may result in:

- Immediate termination of employment or contracts
- Legal action under applicable anti-corruption laws
- Blacklisting of third-party partners

Training and Awareness

- All new employees receive anti-corruption training upon onboarding.
- Annual refresher training is mandatory for staff and consultants.
- Updates will be issued when laws or practices change.

Monitoring and Review

- The implementation of this policy will be reviewed annually.
- Compliance will be audited regularly as part of ISO quality and environmental audits.
- Lessons learned from investigations or cases will inform future improvements.

Endorsement

The management endorses this policy, and it is publicly available on the Daira Sabz website. We are committed to conducting business ethically and fostering a culture of accountability, fairness, and public trust.

Issued by: Mustafa Hasani, Group CEO

Effective Date: 01 July 2026

Next Review Date: 01 July 2027

Version: 7.0

info@dairasabz.com

www.dairasabz.com

Stuttgart, Germany and Kabul, Afghanistan