

Annexure I - Code of Ethics - Industrial Service Division

Individuals certified by TUV Nord Middle East and its subsidiaries are expected to maintain an honorable Code of Ethics. The Code of Ethics includes being positive role models for safety, operating with best practices and demonstrating the respect of the profession. Certified individuals must demonstrate the value of their work and profession by signing the Code of Ethics Agreement.

Code of Ethics Agreement

I agree to uphold a Code of Ethics that includes the following:

1. Using my knowledge and skill to accomplish my work in the manner that best safeguards myself, co-workers, employers, the public and the workplace
2. Being honest with employers, the public and co-workers and not willingly misleading anyone with regard to my work experience, skill, experience or capability in the work for which I am or will be certified or the status of my certification
3. Promoting competence and prestige of my industry by following applicable governmental regulations (ex. OSHA), industry standards (ex. ASME, BSI) and Operating Guidelines provided by equipment manufacturers to perform safely and efficiently.
4. Working with integrity and without bias regarding race, color, creed, religion, age, gender, national origin, physical ability or ethnicity
5. Abiding by the Substance Abuse Policy including:
 - Never reporting to work under the influence of alcohol, an illegal drug or substance
 - Never using alcohol or illegal drugs while at work or on any work/job site
 - Never working while under the influence of alcohol or an illegal drug or substance
 - Never engaging in the unlawful manufacture, distribution, sale, or possession of illegal drugs in the workplace
 - Never abusing prescription drugs
 - Never performing the work for which I am or will be certified if taking a prescription drug, if the label, or attending physician. recommends not driving or operating machinery. However, I may perform these work activities and take the prescribed medication without an adverse effect on maintaining certification, when, and if, an attending physician advises that the drug or substance will not adversely affect my ability to safely perform my work duties

For purposes of the Substance Abuse Policy, "under the influence" means the detectable presence of any drug or substance in the person's body that impairs the person's ability to fulfill their work duties safely.

6. Reporting safety and other violations of the Code of Ethics to appropriate personnel within their organization

This policy is made publicly available at the TUV Middle East Website

GM ISD: _____

Dy. Vice President: _____

CEO: _____