

Code of Conduct & Ethics Policy

Ever Stone Building Contracting LLC

At Ever Stone Building Contracting LLC, we uphold the highest standards of integrity, professionalism, and accountability. Our Code of Conduct & Ethics Policy serves as a guide for all employees, subcontractors, and partners to act responsibly and ethically in every situation.

We expect every team member to act honestly, avoid conflicts of interest, and comply with applicable UAE laws, industry regulations, and internal policies. Bribery, corruption, fraud, collusion, or any illegal or unethical conduct is strictly prohibited.

Transparency in all dealings with clients, suppliers, government entities, and the public is mandatory. This includes accurate reporting of financial transactions, truthful communication, and safeguarding company and client information.

Employees must declare potential conflicts of interest, whether financial, personal, or professional, to their supervisors or HR. Our leadership is responsible for fostering a culture of openness where concerns can be raised confidentially and without fear of retaliation.

Professionalism extends to the workplace: treating colleagues, clients, and partners with respect, maintaining punctuality, and performing duties with diligence. Any misuse of company assets, time, or resources for personal gain is strictly forbidden.

Ever Stone also promotes responsible representation of the company in public and on digital platforms. Employees should avoid making statements that could damage the company's reputation or breach confidentiality.

Training on ethical conduct, anti-bribery laws, and company values is provided to all employees, reinforcing our collective responsibility to uphold the highest standards.

By following this Code, we protect our reputation, strengthen trust with stakeholders, and ensure long-term success rooted in ethical foundations. At Ever Stone, doing the right thing is non-negotiable.