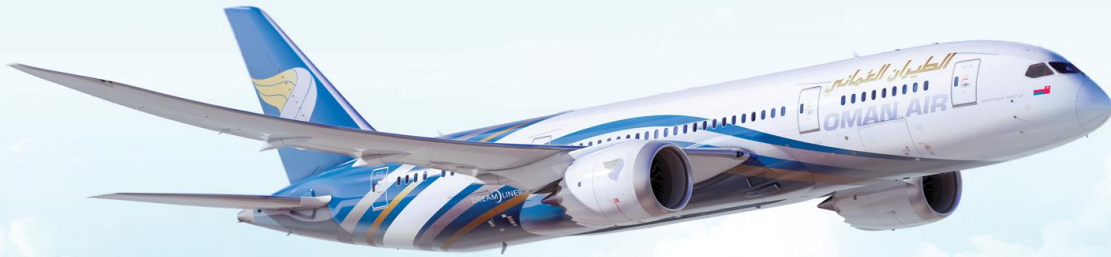




الطيران العُماني
OMAN AIR

Anti-Bribery, Corruption and Fraud Policy



2026

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1. Policy Statement

Oman Air adopts a strict zero-tolerance approach to bribery, corruption, and fraud. We are committed to upholding the highest standards of integrity, transparency, and accountability in line with Oman Vision 2040 and applicable Omani laws, including national anti-corruption legislation and Civil Aviation Authority requirements. This policy reflects our compliance with international best practices, IATA guidelines, and ICAO standards, ensuring that our operations maintain ethical conduct across all levels.

2. Purpose

The purpose of this policy is to:

- Prevent bribery, corruption, and fraudulent practices across Oman Air operations.
- Promote a culture of integrity, ethical conduct, and accountability.
- Establish clear roles, reporting lines, and response procedures.
- Support Oman's national anti-corruption agenda and international compliance frameworks.
- Safeguard Oman Air's reputation, stakeholders, and the travelling public.

3. Scope

This policy applies to:

- All Oman Air employees both operational and corporate.
- Oman Air contractors, suppliers, service providers, and vendors operating at any Oman Air facility or under Oman Air branding.
- All Oman Air business transactions and operations, both domestic and international, including code-share agreements.

4. Objective

- Prevent and detect bribery, corruption, and fraud in all Oman Air operations, domestic and international.
- Promote ethical culture by embedding integrity and accountability in business processes, decision-making, and stakeholder engagement.
- Ensure compliance with applicable Omani legislation, regulations, and relevant international regulations and standards.
- Protect Oman Air's reputation to the highest ethical standards.
- Establish clear expectations for employees, management, and third parties in relation to acceptable conduct.
- Enable transparent reporting and whistleblowing mechanisms with full protection against retaliation.

5. Actions constituting Bribery, Corruption and Fraud

Include, but are not limited to, the following:

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- Manipulating procurement, bidding, or tender processes for personal gain
- Forging signatures or tempering with official documents
- Falsifying invoices, records, or financial statements
- Deleting, concealing or manipulating company data from shared folders, systems or databases without proper authorization
- Submitting false expense claims
- Misappropriation or theft of company assets, funds or resources
- Accepting or seeking anything outside the Gift Accepting guidelines from the contractors, vendors, suppliers, competitors, partners or persons providing goods or services to the Company
- Offering or accepting cash, gifts or hospitality to influence decisions
- Granting contracts or business advantages in exchange for personal benefits
- Favoritism in hiring, promotions, or contract awards
- Obstructing investigations or oversight processes
- Abuse of position or authority for personal gain
- Fraudulent financial and annual reporting
- Disclosing confidential and proprietary information to outside parties.

6. Vendor and Partner Due Diligence

All third parties, vendors, and partners must:

- Undergo due diligence checks before engagement.
- Include anti-bribery, corruption and fraud clauses in contracts.
- Be subject to monitoring and audits.
- Report any irregularities in payments or invoices.

7. Reporting and accountability

Employees and stakeholders must report any suspected bribery, corruption, or fraud through Nazaha platform.

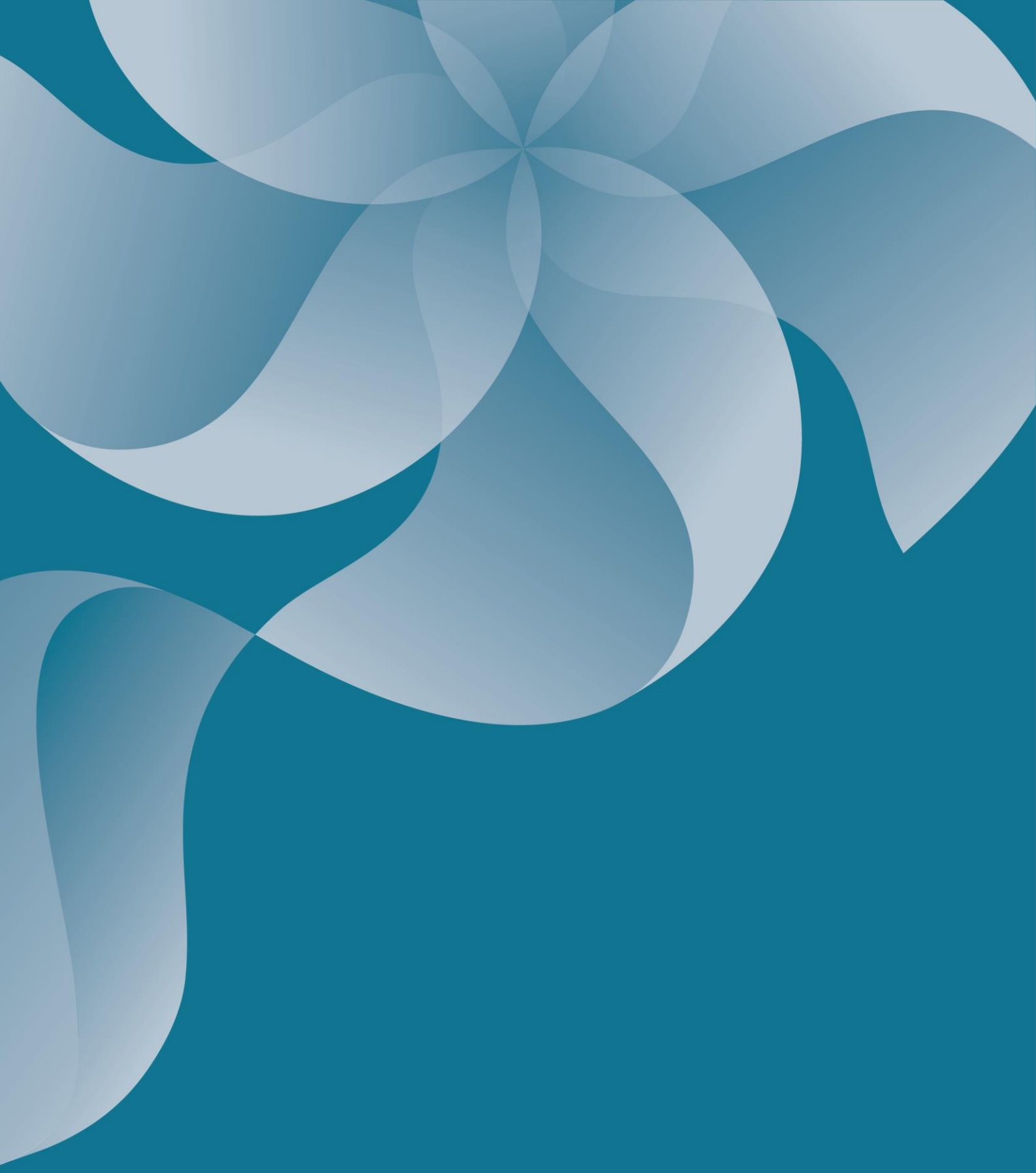
8. Training and Awareness

Oman Air will provide mandatory training to all staff, with regular refreshers. Training includes:

- Case studies on bribery, corruption and fraud risks.
- Digital and physical awareness.
- Completion of training will be tracked

9. Review

This policy will be reviewed annually or when significant changes occur in regulatory requirements, Oman Air operations, or industry standards.



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