

**CODE OF ETHICS**

**AND**

**BUSINESS**

**CONDUCT**

**10.10.2010**

## Table of Contents

1	MESSAGE FROM THE PRESIDENT & CHIEF EXECUTIVE OFFICER	1
2	MISSION	1
3	INTRODUCTION	1
4	CODE OF ETHICS AND BUSINESS CONDUCT	2
5	INTEGRITY IN ALL OUR RELATIONSHIPS	2
6	INSIDER INFORMATION AND PROPRIETARY INFORMATION	4
7	COMPLIANCE WITH SOUND ACCOUNTING PRACTICES AND RECORD MAINTENANCE	5
8	CONFLICT OF INTEREST AND RELATED MATTERS	6
9	COMPETITION LAWS	8
10	POLITICAL CONTRIBUTIONS	9
11	EXTERNAL COMMUNICATIONS	9
12	DRUG AND ALCOHOL USE	9
13	SOLICITATION OF ITIHADI INFRA...EMPLOYEES	9
14	ELECTRONIC INFORMATION EXCHANGE	10
15	CORPORATE ASSETS	
16	CONCLUSION	
17	COMPLIANCE AND INTERPRETATION	
18	ACKNOWLEDGEMENT OF RECEIPT	12

*Note: In this document, reference to "ITI HADI INFRA..." or "Company" means, as the context may require, ITIHADI INFRA... and all or some of its subsidiaries or affiliates, or ITIHADI INFRA..., or one or more of its subsidiaries or affiliates.*

---

**MESSAGE FROM  
THE PRESIDENT & CHIEF EXECUTIVE OFFICER**

**Dear Colleagues:**

At ITIHADI INFRA...., we have always considered our integrity, reputation for ethical practices and respect for individuals to be among our most valued assets. For close to 17 years, we have worked together to maintain and foster Hassim Al Mosawi General Construction Establishment.'s multicultural character, and its ability to adapt to cultures wherever we do business. Now with the moderate fashion we wish to have the enhanced co-operation to build ITIHADI INFRA.....the number 1 Company in Middle East and be proud to work together. Our reputation and performance around the world depend on integrity and ethical conduct in dealings with clients, employees, shareholders, associates, vendors, communities and governments.

This is the essence of ITIHADI INFRA...’s culture. This is what we stand for when we work with clients and in our relationships with employees, shareholders, communities and other stakeholders. I encourage you to keep these principles in mind as we work together towards achieving our strategic goals. Your actions are a crucial and essential part of how we do business.

We have aim to grow to be a global company with one vision: to create project opportunities throughout the world starting from Holy Land of Saudi Arabia, driven by strong leadership and customer focus, and executed with the help of local expertise.

Whether your work takes you to a remote project site or a cosmopolitan office, we all have a vital role to play in ITIHADI INFRA....’s future growth.

I invite all of you to read this Code of Ethics and Business Conduct and trust that you will take personal responsibility to ensure that the Code is reflected in your day-to-day work.

As we approach HMC....’s 17th anniversary and building a new Platform as ITIHAD INFRA..., I am convinced that we will continue to prosper thanks to our international expertise, our employees’ commitment to excellence, and our reputation for high-quality work.

Sincerely,

**Rupesh K. Sinha**

President and Chief Executive Officer

---

## **CODE OF ETHICS AND BUSINESS CONDUCT**

**CEBC-1 Updated on 10<sup>th</sup> October 2010. ( 10.10.2010)**

### **MISSION**

ITIHAD I NFRA....'s mission is to maintain and strengthen its core construction businesses, to develop new skills and activities, and to respond to the changing needs of clients and markets while remaining mindful of our responsibility to work towards a better world. ITIHADI INFRA....'s strategy for sustained growth is anchored in the development of world-class construction practices, its far-reaching national & international network and its financing capabilities.

### **INTRODUCTION**

Our policy is to maintain ethical standards in the conduct of our business and in our relations with whomever we associate — our colleagues, directors, shareholders, customers, associates and suppliers, as well as governments, the public and the media. Our integrity and reputation for ethical practices are among our most valued assets and are essential aspects of our sustained profitability.

#### **"Everyone is involved"**

This Code applies to all members of the Boards of Directors and to all officers and employees of ITIHADI INFRA..... Each is personally responsible and accountable for compliance with this Code as a condition of membership or employment.

Social values, laws and customs may differ throughout the world and detailed interpretation of some of the Code's provisions may vary from country to country. The Code's underlying principles and basic rules are sound, relevant and applicable everywhere in conjunction with the customs and statutes of the relevant jurisdictions.

ITIHAD I NFRA....is committed to supporting efforts to develop industry-wide principles and practices aimed at creating a level playing field based on integrity, fairness and ethical conduct.

#### **"We can all make a difference"**

As directors, officers and employees, we all share certain responsibilities regarding this Code, and each one of us is accountable for his or her actions. We can make a difference by strictly adhering to, and applying the following principles:

- We adhere to and respect ITIHADI INFRA....'s standards for the safe operation of facilities and the construction of safe project.
- We respect our environmental commitments as presented in our Company's HSE Policy.
- We treat our customers and suppliers honestly and fairly by conducting ITIHADI INFRA....'s business in compliance with applicable laws and by avoiding situations where personal interests are, or may appear to be, in conflict with the interests of ITIHADI INFRA....and those of our partners and our customers.

- We safeguard and use ITIHADI NFRA....'s proprietary information, assets and resources and those entrusted to the Company by other organizations, in a respectful manner.
- We maintain the confidentiality of non-public information and condemn the use of such information for personal gain.

Underlying these basic responsibilities is the belief that we must maintain respect for the dignity of the individual and ensure that everyone is treated fairly.

### **"Knowing where you stand"**

ITIHAD I NFRA....'s operations are subject to many complex and changing laws, which may vary considerably from jurisdiction to jurisdiction. Ignorance of the laws does not excuse actions that contravene such laws.

When uncertain about the application or interpretation of a law or regulation, consult your supervisor, who can seek help from Corporate Human Resources or Legal Affairs, if necessary. Difficulties can usually be avoided or minimized if this is done at the start of business dealings, rather than later on in the process.

## **Integrity in All Our Relationships**

### **Towards Our Employees**

#### **"Providing and maintaining a work environment that is free from discrimination and harassment, and that protects the health, safety and dignity of every employee"**

ITIHAD I NFRA....is committed to providing and maintaining a work environment that is free from discrimination and harassment, and one that protects the health, safety and dignity of all employees. We offer salary levels, compensation practices and benefits packages that are competitive with leading companies in our business sectors.

#### **Discrimination and Harassment**

We initiate appropriate measures to prevent acts or behaviors in the work environment that are of a discriminatory or harassing nature and work to promptly resolve issues in a respectful manner. We enforce a workplace that is free from discrimination and harassment, and encourage individuals to come forward with complaints of discrimination and/or harassment without fear of reprisal or of the inappropriate disclosure of information.

#### **Health and Safety**

The health and safety of our employees is one of our primary concerns and responsibilities. We ask employees to follow safety laws and regulations applicable to their workplaces. We also encourage everyone to report accidents, environmental concerns and dangerous or potentially dangerous situations and to behave in a responsible manner that reflects the Company's health and safety philosophy and policy at all times.

#### **Communication**

We continually strive to provide our employees with up-to-date information on business results, product performance, customer relations and employee achievements. We also encourage employees to openly express opinions, suggestions or concerns they may have regarding the Company and its operations.

## **Human Rights**

ITI HADI INFRA....is an equitable employer that operates within a framework that promotes respect for human rights and fundamental freedoms and conformity with applicable labour legislation.

## **Employee Privacy**

ITI HADI INFRA....is committed to respecting the privacy of its employees. However, if an employee's conduct impairs his or her work performance, or affects the reputation or legitimate business interests of ITI HADI INFRA...., it becomes a corporate concern. We expect our employees and representatives to be conscious of the Company's reputation as well as their own, and to conduct themselves with the same high degree of integrity off the job as is expected of them on the job.

## **Towards Our Shareholders**

### **"Protecting your investment"**

ITI HADI INFRA....uses sound management practices aimed at maintaining the highest standards of legal and ethical conduct within all our business dealings. We provide a superior return on shareholder investments by our judicious use of corporate resources.

We are dedicated to maintaining effective communication with shareholders/ investor/ bankers and to providing them with the information they need to evaluate our management practices and the value of their investment. We encourage our shareholders to take an interest in ITI HADI INFRA....'s affairs and to develop informed opinions on business issues.

## **Towards Our Suppliers, Vendors, Subcontractors and Associates**

### **"Building long-lasting business relationships based on fair competition"**

ITI HADI INFRA....deals fairly with its suppliers, vendors, subcontractors and associates, and encourages fair competition, without discrimination or deception.

The "Conflicts of Interest and Related Matters" section of this Code shall guide employees who deal with suppliers or potential suppliers.

## **Towards Our Clients**

### **"Clients first"**

Client satisfaction is central to ITI HADI INFRA....'s continued success. ITI HADI INFRA....makes every effort to understand its clients' and customers' requirements and concerns and to respond to them, efficiently, fairly and equitably.

ITI HADI INFRA....provides quality products and services that comply with safety, health and environmental protection standards, at competitive terms and prices. We promote our projects and other services honestly, based on their merits, and do not pursue transactions that require us to act unlawfully or in violation of these standards.

## **Towards Our Competitors**

### **"Adopting fair and intelligent competitive practices"**

ITI HADI INFRA....follows sound and fair competitive practices. To maintain our competitive edge in the engineering, operations and facilities management, and construction industries, we must understand our competitors' strategies and products and benchmark effectively against them. We use all legitimate resources in collecting information about our competitors.

## **Towards Our Communities**

### **"Supporting communities through corporate citizenship"**

ITIHAD I NFRA....supports organizations and activities in communities where we work worldwide. We abide by applicable national and local laws, and we strive to improve the well-being of communities by encouraging employee participation in civic affairs and by supporting worthwhile civic and charitable causes.

## **Towards Our Environment**

### **"Safeguarding the environment"**

ITIHAD I NFRA....adopts practices aligned with applicable laws and regulations to protect the environment and provides additional protection when we believe it is necessary. In regions where laws and standards may be incomplete, we apply international practices to ensure we achieve our environmental objectives.

This includes working with industry associations, government agencies, and academic and public groups to develop a consensus on desirable and attainable environmental standards and regulations.

## **Insider Information and Proprietary Information**

### **"Preserving the confidentiality of information"**

Employees, officers and Directors shall not, without proper authority, divulge any confidential or proprietary information of or about the Company to anyone not employed by ITIHADI NFRA....or to another colleague who has no need for such information. Disclosure of financial information, for example, can be harmful to ITIHADI NFRA....and may create legal problems.

Under our policies and applicable securities laws, it is strictly prohibited to share in ITIHADI NFRA....information when in possession of "**Privileged Information**" and/or "**Material Information**" (as these terms are defined below). Employees and/or Directors must not use such information for trading purposes or provide non-public information to others.

"**Privileged Information**" means any information that has not been disclosed to the public and that could affect the decision of a reasonable investor.

"**Material Information**" means any information relating to the business and affairs of ITIHADI NFRA....that results in or would reasonably be expected to result in a significant change in the market / Tender price. **Material Information** consists of both **Material Fact** and **Material Change** relating to the business and affairs of ITIHADI NFRA...."**Material Fact**" means a **fact** that would reasonably be expected to have a significant effect on the market price or value of ITIHADI NFRA....'s bid/tenders.

"**Material Change**" means a **change** in the business, operations or capital of ITIHADI NFRA....that would reasonably be expected to have a significant effect on the market price or value of any of the bid of ITIHADI NFRA....

The type of information to which this section refers includes, but is not limited to, financial information, sales and earnings figures, plans for dividend changes or new financing, acquisitions, or major new contracts or other financial matters. Employees, officers and Directors of ITIHADI NFRA....are responsible for safeguarding this non-public information and respecting any proprietary and confidentiality conditions that may exist.

Employees may occasionally become aware of similar information of or about suppliers, customers or competitors, which is not generally known to the public. It is against our policy to take personal advantage of this knowledge.

Employees are not to divulge the proprietary information of their former employers. Employees and former employees must not disclose proprietary information of customers or suppliers unless the disclosure of that information is properly authorized by the individual or firm owning the information.

Guidance on the appropriate procedures is available from the Legal Department.

## **Compliance with Sound Accounting Practices and Record Maintenance**

### **"Accurately reflecting our business transactions"**

We all have a responsibility to ensure that ITIHADI INFRA....'s books and records accurately and punctually reflect the Company's transactions, assets and liabilities. We adhere to a proper application of accepted accounting standards and practices, rules, regulations and controls. These commitments include the following:

- Business records, expense reports, invoices, vouchers, payrolls, employee records and other reports are prepared with care and honesty and in a timely fashion.
- All transactions are conducted at the level of authority required by ITIHADI INFRA....policies and procedures and in compliance with applicable rules and regulations.
- No transaction, asset, liability or other financial information is concealed from management or from ITIHADI INFRA....'s internal and external auditors.
- All efforts are made to resolve all issues and concerns raised in internal and external audit reports.
- Any known inaccuracies, misrepresentations or omissions are disclosed to our customers and suppliers and promptly corrected through credits, refunds or other mutually acceptable means.
- All documents signed are, to the best of our knowledge, accurate and truthful.
- False or misleading entries and unrecorded bank accounts, for any purpose, whether regarding sales, purchases or other Company activity, are strictly prohibited.
- No secret or unrecorded cash funds or other assets are established or maintained for any purpose.
- Unusual financial arrangements with a customer or a supplier (such as over-invoicing or underinvoicing) are prohibited.
- Access to sensitive or confidential information is restricted to ensure that it is not accidentally or intentionally disclosed, modified, misused or destroyed.
- Use of Company funds or assets for any unlawful or improper purpose is strictly prohibited, and those responsible for the accounting and record-keeping functions are expected to be vigilant in ensuring enforcement of this prohibition.

The above list is by no means exhaustive. Suspected breaches of our accounting practices and record maintenance and internal controls that appear to be in violation will be investigated.

## **Conflict of Interest and Related Matters**

### **"Acting in the best interest of the organization and preserving independence of thought and action"**

Employees should avoid situations that may involve a conflict between their personal interests and ITIHADI INFRA... interests. In dealing with current and potential customers, suppliers, partners, contractors and competitors, employees should act in ITIHADI INFRA....'s best interests. Each



employee should immediately inform management of situations which may involve a conflict of interest. These include:

- Ownership by an employee, or a family member, of a significant financial interest in an outside enterprise, which does or seeks to do business with or is a competitor of ITIHADI INFRA.....
- Serving as a director, officer, partner, consultant or in any other key role in an outside enterprise, which does or seeks to do business with or is a competitor of ITIHADI INFRA.....
- Acting as a broker, finder or other intermediary for the benefit of a third party in transactions involving ITIHADI INFRA....or its interests.
- Accepting any gifts, commissions or payments other than those stipulated in this Code.
- Using or disclosing, to the prejudice of ITIHADI INFRA....or for personal gain, any information on decisions, bids, plans or other matters concerning ITIHADI INFRA....as stipulated in this Code.
- Any other arrangement or circumstance, including family or other personal relationships, which might dissuade the employee from acting in ITIHADI INFRA....'s best interests.

### **Gifts, Favours, Entertainment and Payments Received by Employees**

Employees are expected to take action and make decisions based on an impartial and objective assessment of each situation, free from the influence of gifts and similar favours that might compromise judgment. ITIHADI INFRA....avoids both the fact and the appearance of improperly influencing relationships with the organizations or individuals with whom it deals.

Employees shall not seek or accept gifts, payments, fees, services, valuable privileges, vacations, trips without a business purpose, loans (other than conventional loans from lending institutions), or other favours, from any person or business organization that does business with or is a competitor of ITIHADI INFRA...., except as provided below.

No employee can accept anything of value in exchange for referral of third parties to any such person or business organization.

The following guidelines should be followed:

- Employees may accept gifts and entertainment usually associated with accepted business practices for themselves and members of their families if:

- \_ they are infrequent;
- \_ they legitimately serve a definite business purpose;
- \_ they are appropriate to the business responsibilities of the individuals involved;
- \_ they are within the limits of reciprocation as a normal business expense.

Employees should neither give nor receive gifts with more than a nominal value. Employees must inform their immediate superior of gifts and entertainment received within a reasonable period not exceeding one (1) month from receipt.

- A strict standard is expected with respect to gifts, services or considerations of any kind from suppliers. Entertainment at the expense of suppliers, which exceeds the limits set out in the guidelines presented above, should not be accepted in any circumstances. Suppliers are reminded periodically of this corporate policy.

- It is never permissible to accept a gift in cash or cash equivalents (i.e. stocks or other form of marketable securities) of any amount.

- It is recognized that in certain countries, refusal of personal gifts with a value substantially in excess of accepted Saudi Arabian business practices could result in awkward business situations. The propriety of employees keeping such valuable gifts for personal use versus turning them over to ITIHADI INFRA.... should be discussed with Human Resources Department.

### **Gifts, Favours, Entertainment and Payments Given by ITIHADI INFRA....**

Gifts, favours and entertainment may be given to others at ITIHADI INFRA....'s expense only if they meet all of the following criteria (if made by an agent of ITIHADI INFRA...., prior ITIHADI INFRA....approval is required):

- They are consistent with accepted business practices.
- They are of sufficiently limited value, and in a form that could not be construed as a bribe or payoff.
- They are not in violation of applicable laws and generally accepted ethical standards.
- Public disclosure of the facts will not embarrass ITIHADI INFRA....

### **Outside Business Activity**

Employees considering or already engaged in any outside business or income-producing activity should be aware of the following possible points of conflict:

- While employed with ITIHADI INFRA...., employees are expected to primarily devote their efforts to their employment at ITIHADI INFRA....
- Employees may not participate in outside business or financial activities that compete or potentially compete with ITIHADI INFRA....
- Employees may not participate in an outside business that supplies services or has business dealings with ITIHADI INFRA....where there is the possibility of preferential treatment being received by virtue of the employee's position.
- Employees should not conduct business on behalf of ITIHADI INFRA....with a member of their family, or a business organization with which they or a member of their family have an association, which could be perceived as significant in terms of potential conflict of interest, unless such business dealings have been disclosed to ITIHADI INFRA....prior to any arrangement, and a specific non-objection decision has been given.
- While employed with ITIHADI INFRA...., employees should not serve as a director, partner, consultant, or in a managerial position with, or be employed in a technical capacity by, an unaffiliated business organization, whether or not that organization does significant business with or is a competitor of ITIHADI INFRA...., without advising their Human Resources representative of such plans before starting the activity. Where the potential for conflict of interest exists, prior specific approval of ITIHADI INFRA.... should be obtained.
- ITIHADI INFRA....employees participating in an outside business activity may not use ITIHADI INFRA....'s time or facilities (i.e. photocopying, stationery, stenographic services, etc.) for the benefit of such business.

In addition, employees are reminded that, if the subject matter of the outside business activity relates in any way to their work for ITIHADI INFRA....or if it arises from confidential information acquired in the course of employment with ITIHADI INFRA...., then all inventions, products, processes and ideas that the employee has developed may belong to ITIHADI INFRA.... An employee may be required to sign documents showing ownership by ITIHADI INFRA....

Responsibility for avoiding conflicts of interest or the perception of conflicts of interest arising from outside activities lies with the individual employee. If in doubt, employees must discuss the situation with their Human Resources representative. It is expected that employees will act in the best interests of ITIHADI INFRA.....

### **Consultants, Representatives and Agents**

When it is necessary to engage the services of an individual or a firm to consult for or otherwise represent ITIHADI INFRA..., consideration must be given to avoiding conflicts of interest between ITIHADI INFRA...and the person or firm to be employed. Consultants, representatives and agents of ITIHADI INFRA...must not act on ITIHADI INFRA...'s behalf in any way that is inconsistent with this Code or the applicable laws or regulations.

### **Competition Laws**

#### **"Believing in the benefits of open competition"**

The activities of ITIHADI INFRA...are subject to the competition laws of Saudi Arabia as well as law various countries whenever operation starts. In general, competition laws prohibit agreements or actions that may restrain trade or reduce competition. Violations include agreements among competitors to fix or control prices; to boycott specified suppliers or customers; to allocate products, territories or markets; or to limit the production or sale of products. Care must be exercised to ensure that dealings with representatives of other companies are not viewed as a violation of competition law. Saudi Arabia competition law is set forth in the *Competition Act* (Act), a federal law of general application throughout the country. ITIHADI INFRA...fully subscribes to the purpose of and follows a policy of strict compliance with the Act.

Employees should ensure that the Act and the competition laws of other countries are respected at all times. Because of the complexity of competition laws, the advice of Legal Affairs should be sought on any questions about this subject.

### **Political Contributions**

#### **"Restricting political contributions to oneself"**

Contributions to any political matters or to candidates for political office by company are not permitted in Saudi Arabia jurisdictions and is completely prohibited. Legislative requirements should be strictly adhered to. Requests for contributions addressed to employees should remain a personal decision.

### **External Communications**

#### **"Sharing opinions with discernment"**

Opinions or information sought by outside groups or organizations should be channelled through the Human Resource Department for response. Employees who give opinions to such outside interests on matters not related to the affairs of ITIHADI INFRA...are reminded that their comments are strictly personal and they should therefore be cautious not to compromise ITIHADI INFRA.....

The Human Resource/ Admin. Department is the official contact with any member of the media seeking an interview, an opinion, a comment or a suggestion about any subject that is likely to affect the business of ITIHADI INFRA.....

## **Drug and Alcohol Use**

### **"Preserving lucidity at work"**

ITI HADI INFRA....companies, offices and representatives, both domestic and outside Saudi Arabia, abide by applicable laws and regulations governing the possession or use of alcohol and drugs. Corporate practice prohibits the illegal use, sale, purchase, transfer, possession or presence in one's system of drugs, other than medically prescribed, while on ITI HADI INFRA....premises.

Similarly, ITI HADI INFRA....policy prohibits the use, sale, purchase, transfer or possession of alcoholic beverages by employees while on ITI HADI INFRA....premises, except as authorized by ITI HADI INFRA.....

## **Solicitation of ITI HADI INFRA....Employees**

### **"Soliciting others with parsimony"**

In the interest of the orderly and efficient operation of our business, it is necessary to restrict the soliciting and distributing of material to employees.

Solicitation of ITI HADI INFRA....employees or distribution of material of any kind to them must have the prior approval of ITI HADI INFRA....management. (Exceptions will be permitted only when required by local laws or government regulations.)

Such facilities as internal mail and bulletin boards are for ITI HADI INFRA....business and sponsored activities, and must be restricted to those activities, unless approved by management. Distribution of ITI HADI INFRA....employee lists is on a "need-to-know" basis. Such lists are for ITI HADI INFRA....use only and are not to be released outside ITI HADI INFRA.....

## **Electronic Information Exchange**

### **"Providing electronic tools for professional purposes"**

The electronic mail system, the intranet (Infozone or other), Internet access and information technology assets are company-owned resources and are provided to users for professional purposes.

Every user must be acquainted with ITI HADI INFRA....policies on "Electronic Information Exchange" and on "Use of Technology Assets" and comply with these policies. These policies apply to all users.

The President and Project Management Systems is, in conjunction with Corporate Human Resources, responsible for overseeing compliance with these policies and for taking the necessary measures to ensure their application.

## **Corporate Assets**

### **"Respecting the assets and facilities of the organization"**

The abuse or misuse of ITI HADI INFRA....property leads to increased costs and inconvenience to employees.

ITI HADI INFRA....ensures that employees individually and collectively show respect for and accept responsibility for the proper use and protection of its assets and facilities.

## **CONCLUSION**

This Code sets out the Company's ethical business conduct standards. It may not cover every situation encountered. Use of sound judgement is thus prescribed.

## **Compliance and Interpretation**

### **"Acting as a role model"**

As a condition of membership and of employment, we expect all members of the Board of Directors and all officers and employees of ITI HADI INFRA....to comply with ITI HADI INFRA....'s Code of Ethics and Business Conduct and underlying policies and procedures. We encourage employees to discuss any situations of existing or potential non-compliance, involving themselves or others. When in doubt, employees have the responsibility to seek clarification from their line management or, if necessary, from Legal Affairs,

Corporate Human Resources or the Internal Auditor. Violations of these standards are grounds for disciplinary action, up to and including dismissal and legal prosecution.

**ACKNOWLEDGEMENT OF RECEIPT**

All members of the Board of Directors and all officers and employees of ITIHADI INFRA...in Saudi Arabia must acknowledge receipt of this Code of Ethics and Business Conduct and their understanding of its contents.

**ACKNOWLEDGEMENT OF RECEIPT**

I, .....[insert name in capital letters].....(Position).....(Employee No.) acknowledge that I have received a copy of ITIHADI INFRA...’s Code of Ethics and Business Conduct.

I acknowledge having read this Code, that I understand its terms and contents, and that I am bound by the provisions therein.

Signature:

Place:

Date: