

Supplier Code of Conduct Policy Agreement

AGTHIA GROUP P.J.S.C

Abu Dhabi

P.O. Box: 37725

U.A.E

Telephone: +971 2 4146 444

Fax: +971 2 4463 644

Website: <http://www.agthia.com>

Introduction

The Agthia Group "Company" is committed to the highest standards of social and environment responsibility and ethical conduct. Company's suppliers are expected to provide safe working conditions, treat workers with dignity and respect and act fairly and ethically. It is our ambition to procure high-quality products while being a profitable company and behaving in a manner that incorporates the views and interests of our stake holders.

The Company supports the United Nations Universal Declaration of Human Rights which means that we aim to support 10 principles within four important areas; human rights, labour rights, environment and anti-corruption.

Scope

This code applies to all suppliers and their subsidiaries, affiliates and subcontractors (hereafter 'the supplier' or 'suppliers'). Observance of the code will be an enforced part of any agreement or contract between the Agthia Group and our suppliers.

The provisions of the code extend to all workers including workers who are engaged informally, on short-term contracts, or on a part-time basis. It shall be the responsibility of suppliers to ensure that their sub-suppliers do not violate the standards of this Code, which includes responsibility of communicating the content, and ensuring that all measures are implemented accordingly. The supplier is furthermore responsible for ensuring that sub-suppliers classified as home-based workers or small farmers observe the basic principles of the Code, as appropriate to the nature and scale of their operations.

Compliance

Suppliers must, in addition to meeting the provisions of this Code, comply with all national laws and regulations as well as other applicable standards (e.g. collective bargaining agreements or other codes of conduct). Should there be differences between the content of this Code and national laws or other applicable standards, suppliers shall adhere to the higher or more stringent requirements. Conflicts between the provisions of this Code and national laws or other applicable standards shall be evaluated by the Company in cooperation with the supplier. Suppliers must be able to document their compliance, and if any conflicts are detected, the supplier must inform the Company immediately.

The Company believes that building long term relationships with our suppliers is crucial for our business. The Company is willing to work with suppliers to achieve compliance with the provisions of this Code, while reserving



the right to terminate any agreements with the supplier should the supplier decide that compliance with the requirements of the Code is impossible to obtain, or the supplier displays repeated disregard of the Code. The Company shall periodically review the adequacy and continuing effectiveness of this Code of Conduct. Supplier shall have a process for timely correction of any deficiencies or violations identified.

As per the requirements of the Procurement policy, acknowledgement of the code of conduct is mandatory with the required suppliers and will be required prior to start of any business relationship with the Company.

1. Human Rights

1.1 Equal opportunities

The supplier shall not discriminate with regards to employees based on age, disability, race, colour, gender, marital status, language, religion, political or other opinion, caste, ethnicity, property, birth, union affiliation, sexual orientation, health status, age, and disability or other distinguishing characteristics.

Furthermore, hiring, remuneration, benefits, training, advancement, discipline, termination, retirement or any other employment related decisions shall be based on relevant and objective criteria.

Suppliers shall commit to a workplace free of harassment and abuse. Supplier shall not threaten workers with, or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion and sexual harassment.

2. Labour Standards

2.1 Forced labour

2.1.1 Forced Labour and Freedom of Movement

The supplier must not participate in, or benefit from, any form of forced labour, including bonded labour, slavery or human trafficking. Workers must have the freedom of movement during the course of their employment.

2.2 Child labour

The supplier shall not engage in, or benefit from, the use of child labour.

The minimum age for full-time employment shall not be less than 15 years. If the local minimum working age is set at fourteen years of age in accordance with exceptions for developing countries, the lower age will apply.

Where permitted by national laws, the supplier may permit the employment or work of persons 14 to 15 years of age. The work must be simple tasks of a limited nature and not interfere with the children's educational responsibilities. Furthermore, the work must not be harmful to their health or development. Apprenticeship programmes for children below the minimum age of employment must be remunerated and clearly aimed at training.

The supplier shall refrain from hiring young workers (below 18 years of age) to perform any type of work, which is likely to jeopardise their health, safety or morals.



3. Health & Safety

The supplier shall ensure that its workers are offered a safe and healthy working environment, including, but not limited to, protection from fire, accidents and toxic substances. The supplier must also formulate and maintain Health & Safety plans by activity, which clearly set out the measurements to be taken to safeguard employees and others affected by our activities. It is expected that the supplier progressively identifies and eliminates or control hazards which present a risk to employees & other persons present on our sites, and to the environment.

3.1 Systems, Documentation & Accidents

The supplier shall develop & maintain effective systems that informs and consults employees on relevant Health & Safety matters. Through these systems the supplier shall keep and maintain accurate records of accidents, injuries and known exposure to health & safety risks at work according to local legislation.

3.2 Training and Personal Protective Equipment

The supplier shall provide its employees with the protective equipment and training necessary to perform their tasks safely.

3.3 Sanitary Infrastructure

The supplier must provide a suitable, clean and sanitary infrastructure, including access to toilets and potable water, which conforms to the needs of its employees and is adequate to its numbers. Accommodation, if provided by the supplier, shall conform to the same requirements, including the general provisions on health and safety listed above.

3.4 Accidents and Health Emergencies

The supplier shall establish and maintain emergency procedures to effectively prevent and address all health emergencies and industrial accidents affecting the surrounding community.

3.5 Use of Company Security Forces

The supplier shall prevent its security guards from infringing on the liberty and security of others.

4. Environment

The supplier must comply with all relevant national environmental legislation. The supplier must maintain awareness of current environmental legislative requirements, relevant to the environmental impacts of its activities, products and services and ensure legal compliance through training, awareness, operational control and monitoring.

4.1 Management of environmental issues

The supplier must work systematically to prevent, minimise and remedy adverse environmental impacts of its activities, products and services through a proactive approach and responsible management of its environmental aspects.



4.2 Air, Noise and Water pollution

The supplier must ensure compliance with applicable laws and regulation in connection with emissions to the air, noise pollution and discharges to ground and water.

4.3 Waste

The supplier shall establish and maintain a list of hazardous and non-hazardous waste, in order to monitor the type and amount which is generated by the supplier. The supplier shall also establish a procedure on safe handling, transportation and disposal of the waste. Hazardous waste shall not be land-filled or incinerated on-site unless authorised and approved by the local authorities. If non-hazardous waste is land-filled or incinerated on site all relevant legal requirements must be fulfilled.

4.4 Chemicals

The supplier shall have a written procedure for the procurement, storage, handling and use of chemical substances. The procedure shall include guidelines on safe handling and use of chemicals, with specific emphasis on hazardous materials.

5. Business Ethics

The supplier shall not engage in any form of corruption, extortion, embezzlement or bribery to obtain an unfair or improper advantage. Supplier shall abide by all applicable anticorruption laws and regulations of the countries in which it operates.

The supplier shall also refrain from offering funds, donations, lavish gifts and extravagant entertainment to any employees of the Company and their families in an attempt to influence business decisions.

In case where you believe that a contravention of this code has been committed by an Agthia employee or another stakeholder, you may raise such matter in confidence using the following Whistle Blower Channels:

- E-Mail: whistleblower@agthia.com
- Hotline: +971 2 5960 770

For and on Behalf of
Receiving Party

Authorized Signatory/ Stamp

