



FORCED LABOUR & MODERN SLAVERY POLICY

Hamad Industrial Company is committed to establish a "Zero Tolerance" approach toward forced labour in all its forms, including debt bondage, indentured labour, human trafficking, and any form of work performed under the threat of penalty or coercion. We are committed to acting ethically and with integrity in all our business dealings.

This policy applies to all employees, contractors, subcontractors, and other personnel involved on behalf of **HIC** activities.

- No worker shall be required to lodge deposits or their identity papers (passports, residence permits) with the company. Workers are free to leave their employment after reasonable notice.
- All work must be voluntary. We do not use forced, bonded, or involuntary prison labour.
- HIC strictly prohibits the use of child labour in any part of its operations or supply chain, in accordance with International Labour Organization (ILO) standards.
- Employees shall not be charged any fees or costs for recruitment. Where third-party recruitment agencies are used, HIC will verify that they also adhere to these standards.
- We are committed to ensuring no one suffers detrimental treatment as a result of reporting their suspicion that forced labour is taking place.
- Any violation of this policy will result in immediate disciplinary action, up to and including termination and legal proceedings.
- The Board of Directors will review this policy annually to ensure its effectiveness and compliance with evolving local and international laws.
- These above policies will be effectively communicated to all employees and regularly reviewed to ensure its ongoing effectiveness and suitability.

A handwritten signature in blue ink, appearing to read 'Hamed', is positioned above the CEO's name.

Hamed Saleh Ali Alyami
Chief Executive Officer (CEO)
HAMAD INDUSTRIAL COMPANY