

ESG Policy Statement

Ghaddar Machinery is committed to protecting the rights of employees, reducing the environmental impact of its activities and play a positive role in the community through:

Environmental

- Preventing pollution, reducing waste, and reducing resource consumption
- Encouraging and enhancing biological and environmental diversity
- Minimizing environmental impacts and to reduce the risk associated with activities concerning our activities and services.
- Influencing suppliers and stakeholders to comply with environmental regulations and by initiating corrective actions that mitigates environmental risks.
- Using (Material safety data sheets and environmental data) related to the raw materials involved in the manufacturing process and ensure that there are no health or environmental risks, following the instructions contained in these data sheets for safe handling of material.

Social

- Guaranteeing the rights of all its workforce, including the right to join unions and bargain collectively. The company is also committed to dealing in a professional manner that is compliant with the laws in cases of disputes and complaints submitted to its management.
- Ensuring the rights of the child workforce and protecting them from working in dangerous places or for hours that exceed the internationally permitted rate - including workers at suppliers, customers premises and those dealing with them.
- Ensuring the rights of women and minorities working for it.
- Adopting standards of competence and experience in the process of recruiting and appointing new employees without any prejudice to race, gender or class. It is also adopted in the processes of promotion and advancement in work grades.
- Adopting a clear policy that rejects bullying and harassment, seeking to protect employees from it, and participating in spreading awareness among suppliers and customers.
- Ensuring a suitable work environment (a hygienic and safe space) to reduce employee complaints and work accidents.

Governance

- ensuring compliance with the requirements of applicable labor law and the requirements of environmental laws in the company's strategies and initiatives.
- Inclusion of personnel issues and environmental issues in all company strategies and programs and initiatives.
- Appointing a team to monitor the performance of programs related to personnel and the environment and the resulting risks and ways to mitigate these risks.
- The company's senior management is committed to training and motivating employees to carry out tasks in a safe and well manner and in a manner that is in accordance with environmental requirements, in addition to subjects related to workers' rights and means of communication in the event of breach of rights or complaints

Community and shareholder engagement

- Encouraging environmental protection and improving safety standards among suppliers.
- Playing a positive role in the environment by surveying the opinions and complaints of residents in the company's vicinity - not to cause pollution to the surrounding environment or groundwater - not to cause complaints or disturbance to the environment - not to carry out harmful actions (pollution - appropriation of inhabited lands)
- The company considers the broader impact of all activities, including customers, suppliers and all those dealing with it, and seeks to influence its suppliers and customers in matters of workforce rights, health and safety and the environment.



Mohamed Samih Ghaddar

Chief Executive Officer

Ghaddar Machinery Co. S.A.L.

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