



INTRODUCTION

We believe that our success in supporting Qatar's National Vision 2030 is dependent on applying principled standards of business conduct, ones that create trust-based relationships with our people, business partners and the communities in which we operate. We conduct business in compliance with the principles established in our Code of Conduct, our values, and applicable laws and regulations. This Policy describes our commitment to human rights and defines our minimum compliance requirements.

OUR COMMITMENTS

Our respect for human rights is inspired by the Universal Declaration of Human Rights and guided by the constitution of Qatar.

- We treat those working for and with us, fairly and with dignity and respect.
- We will not tolerate any discrimination on the grounds of race, age, disability, gender or political or religious beliefs.
- We provide safe, healthy and secure working conditions.
- We respect the human rights of all people impacted by our activities, with particular attention to the rights of more vulnerable people such as migrant workers and indigenous populations.
- We promote proactive engagement with communities and identify opportunities to optimize positive impacts in ways that are respectful and appropriate to local culture.
- We do not engage in, tolerate or work with business partners who:
 - employ children and minors
 - engage in human trafficking or forced, bonded or compulsory labor
 - have employees that are not free to leave their employment after reasonable notice
 - require employees to lodge deposits of money or identity papers with their employer.
- This Policy is embedded into our processes, practices and corporate culture through communications and training.
- We apply human rights' due diligence to our operating model and aim to apply effective prevention, mitigation and remediation actions as required.
- We undertake regular monitoring and reporting in order to improve our efforts.
- We comply with the human rights' laws and regulations applicable in the countries in which we operate and strive to ensure respect for human rights. Where applicable laws or regulations prohibit us from upholding this policy, we strive to ensure respect for human rights in the greatest way possible.

EXPECTATIONS AND APPLICABILITY

Where this Policy sets higher standards than those required locally, the higher requirements of this Policy will apply. It is everyone's duty to speak up if they observe or suspect a violation of this Policy. We will only work with those who share our standards of business conduct and values.

Ahmed Abdulqader Al-Ahmed
CEO, Qatar Fuel Additives Company Limited (QAFAC)