

Al Masrya for General Integrated Supplies and Import

Supplier Code of Conduct

Table of Contents

- 1. Introduction**
 - 1.1 Commitment to Ethical Standards**
 - 1.2 Scope of the Code**
- 2. Implementation**
 - 2.1 Grievance Mechanism**
 - 2.2 Reporting Violations**
- 3. Health and Safety**
 - 3.1 Workplace Safety**
 - 3.2 Emergency Preparedness**
 - 3.3 Wellness Programs**
- 4. Labor Rights**
 - 4.1 Fair Treatment**
 - 4.2 Freedom of Association**
 - 4.3 Child and Forced Labor**
- 5. Working with Integrity**
 - 5.1 Transparency**
 - 5.2 Conflict of Interest**
 - 5.3 Anti-Corruption**
- 6. Environment**
 - 6.1 Sustainable Operations**
 - 6.2 Compliance with Environmental Laws**
 - 6.3 Community Engagement**
- 7. Conclusion**

1. Introduction

1.1 At Al Masrya GISI, we are committed to conducting our business with the highest ethical standards. Our Code of Conduct sets forth the principles that guide our operations, ensuring a culture of integrity, respect, and responsibility. We recognize that our actions impact our employees, communities, and the environment. As such, we are dedicated to fostering a safe and healthy workplace, upholding labor rights, working with integrity, and protecting the environment.

1.2 This Code applies to all employees, suppliers, and stakeholders associated with Al Masrya GISI. We expect our suppliers to embrace these values and to implement practices that reflect our commitment to ethical conduct.

2. Implementation

2.1 We encourage open dialogue and transparency in all operations. Suppliers must have a grievance mechanism in place to allow workers to voice their concerns anonymously and without fear of retaliation regarding any aspect of this Code. All grievances will be investigated promptly and fairly, and appropriate remedies will be provided or facilitated.

2.2 We welcome reports of potential or actual violations of this Code from anyone, whether within or outside of Al Masrya GISI. We do not tolerate any form of retaliation against individuals who report concerns in good faith. Concerns can be reported through the channels that individuals feel most comfortable with, including Al Masrya GISI representatives, relationship partners, or the Al Masrya GISI Board Members.

3. Health and Safety

At Al Masrya GISI, the health and safety of our employees and partners are paramount. We are committed to maintaining a safe work environment and complying with all relevant health and safety regulations.

3.1 Workplace Safety: We will ensure that all facilities are equipped with the necessary safety measures and that employees receive proper training on health and safety protocols.

3.2 Emergency Preparedness: We will establish and maintain emergency response plans, conducting regular drills to ensure that all employees are prepared for potential emergencies.

3.3 Wellness Programs: We are dedicated to promoting physical and mental well-being through wellness programs and resources, encouraging a balanced lifestyle.

4. Labor Rights

We respect and uphold the rights of all workers, promoting fair labor practices in line with international labor standards.

4.1 Fair Treatment: All employees will be treated with dignity and respect, without discrimination based on race, gender, age, or any other characteristic.

4.2 Freedom of Association: Employees have the right to freely choose whether to join or not join a labor union and to engage in collective bargaining.

4.3 Child and Forced Labor: We do not tolerate child labor or forced labor in any form. We comply with all applicable laws regarding employment practices.

5. Working with Integrity

Integrity is the cornerstone of our operations. We expect all employees and suppliers to conduct themselves honestly and ethically.

5.1 Transparency: We will maintain open and honest communication with our stakeholders, ensuring that all information shared is accurate and complete.

5.2 Conflict of Interest: Employees must avoid situations where personal interests conflict with the interests of Al Masrya GISI. Any potential conflicts must be disclosed to management.

5.3 Anti-Corruption: We are committed to conducting our business without resorting to bribery or corruption. All employees and suppliers must adhere to our anti-corruption policies.

6. Environment

Al Masrya GISI recognizes the importance of protecting the environment and is committed to sustainable practices.

6.1 Sustainable Operations: We strive to minimize our environmental footprint through energy efficiency, waste reduction, and responsible resource management.

6.2 Compliance with Environmental Laws: We adhere to all applicable environmental laws and regulations, ensuring that our operations do not harm the environment.

6.3 Community Engagement: We actively engage with local communities to promote environmental awareness and conservation efforts. We support initiatives that enhance the environment and contribute to sustainable development.

7. Conclusion

Al Masrya GISI's Code of Conduct is a vital framework for ensuring ethical behavior and accountability in our operations. By adhering to these principles, we not only foster a positive work environment but also contribute to the well-being of our communities and the protection of our planet. We expect all employees and suppliers to uphold these standards and to work collaboratively towards our shared goals of integrity, respect, and sustainability.