

## Human Rights Policy

### 1. Introduction and scope of the policy

- 1.1. Our commitment to safeguarding and promoting respect for Qatar Steel employees' basic human rights is underpinned by both the Constitution of the State of Qatar, "Declaration on Fundamental Principles and Rights at Work" issued by the International Labour Organization (ILO) in 1998 , as amended from time to time and the The Company's relevant policies and procedures .
- 1.2. We believe that our success in supporting State of Qatar's National Vision 2030 is dependent on applying ethical standards of business conduct, elements that create trust-based relationships with our people, stakeholders and communities in which we operate.
- 1.3. This policy complements and brings together the human rights aspects from other Company's policies and guidelines. These include our Code of Ethics and Business Conduct, the Health & Safety, Environment and Human Resources policies and the Anti-Corruption guidelines per Code of Ethics & Business Conduct Policy (1.70.0.1.01.01) and Fraud Risk Management Policy 1.00.0.1.20.01. In implementing this policy, we are subject to the laws of the many countries in which we operate and we are committed to comply with all such applicable laws and regulations.
- 1.4. This policy applies to all employees of Qatar Steel and its subsidiaries, including independent sub-contractors, temporary workers, stakeholders and vendors. We also ensure that our security service providers do not engage in illegal practices/works and respect human rights.
- 1.5. This policy embedded into our processes, practices and corporate culture. We apply human rights' due diligence to our operating model and shall apply effective prevention, mitigation and remedial actions as required to ensure that the company's reputation for fair dealings and safeguarding of employees' basic human rights is sustained and enhance.

### Our commitments

#### 2. Dignity and respect

- 2.1. We will treat our employees fairly, with dignity and respect.
- 2.2. We will not tolerate any form of discrimination, including in hiring and other employment practices, based on race, color, gender, age, or religion.
- 2.3. We are committed to providing safe, healthy and secure working environments.

#### 3. Diversity and inclusion

- 3.1. We are committed to promoting workforce diversity and inclusion. We believe that fostering a diverse and inclusive culture will increase motivation and, as a result, performance.

#### 4. Working hours, wages and benefits

- 4.1. We will ensure that the Employment terms and conditions with regard to wages, working hours, paid annual leaves, appropriate time-off for meals and breaks, social, health and

well-being including that of dependents, end of service benefits are documented and communicated with employees.

4.2. We are committed to ensuring that all our workers receive full and fair compensation in monetary terms, adhering strictly to the applicable minimum wage regulations. This includes timely payment for regular work as well as any additional work or overtime performed.

**5. Safe, Healthy and Secure working conditions**

5.1. We comply, and we expect our contractors and suppliers to comply, with all laws related to promoting safe working conditions.

5.2. We will not engage or tolerate employment of children and minors (juvenile labour), forced labour and human trafficking, and as such we will comply, and we expect our contractors and suppliers to comply, with all laws prohibiting employment of underage children, and prohibiting forced labour and human trafficking.

**6. Engagement with local communities**

6.1. We support the communities in which we operate and are committed to engage with our stakeholders taking into account their views as we conduct our business.

**7. Grievance mechanism and confidentiality**

7.1. We are committed to take actions to ensure observance of this policy. Individuals becoming victim to or witness to non-compliance or violation of this policy may raise their concerns in a confidential manner to the Ethics and Business Conduct Committee (“EBCC”) using the whistleblower process :

Email : [Ethicscommittee@qatarsteel.com.qa](mailto:Ethicscommittee@qatarsteel.com.qa)

Hotline Tel. : 4477 8020, or

by emailing) HR: [HRDepartment@qatarsteel.com.qa](mailto:HRDepartment@qatarsteel.com.qa)

7.2. Complaints suggesting any violation of this policy will be treated with utmost confidentiality.

7.3. We will guarantee that workers' grievances, concerns, and issues are not only heard but also addressed promptly and fairly. Furthermore, we will ensure that the outcomes of these resolutions are effectively communicated, particularly in relation to working conditions.

**8. Monitoring and reporting**

8.1. This policy is deeply integrated into our processes, practices, and corporate culture. We apply human rights' due diligence to our operating model and shall apply effective preventive, mitigative, and remedial measures as needed.

8.2. We will only work with those who share our standards of business conduct and values and uphold human rights policy.

8.3. We undertake regular monitoring and reporting in order to improve our efforts.

8.4. We will publicly report on the performance of this policy and associated processes in our Annual Report and/or Sustainability Report.



**Abdulrahman Ali Al-Abdulla**

**Managing Director and Chief Executive Officer**

**Dated 03/10/2023**