

Human Rights Policy

1. Introduction and Scope of the Policy

- 1.1. Our commitment to safeguarding and promoting respect for the basic human rights of Qatar Steel employees is underpinned by the Constitution of the State of Qatar, Declaration on Fundamental Principles and Rights at Work, and 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 foster trust-based relationships with our employees, stakeholders, and communities in which we operate.
- 1.3. This policy complements and integrates the human rights aspects of other Company policies and guidelines, which includes our Code of Ethics and Business Conduct, the Health, Safety & Environment and Human Resources policies, as well as the Anti-Corruption guidelines outlined in the 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 different countries in which we operate, and we are committed to complying 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 service providers do not engage in illegal practices/works and respect human rights.
- 1.5. This policy is embedded into our processes, practices, and corporate culture. We apply human rights due diligence within our operating model and implement effective prevention, mitigation, and remedial actions as necessary to uphold the company's reputation for fair dealings and safeguarding of employees' basic human rights.

Our Commitments

2. Dignity and Respect

- 2.1. We will treat fairly, with dignity and respect, our employees, including migrant workers.
- 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 prohibit threats or use of disciplinary practices that undermine workers' dignity.

3. Diversity and Inclusion

- 3.1. We are committed to promoting workforce diversity and inclusion. We believe that fostering a diverse and inclusive culture enhances 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 overtime considering effective fatigue management with voluntary acceptance, paid annual leaves, appropriate time-off for meals and breaks, social, health and well-being benefits (including those for dependents), end-of-service benefits are documented and communicated to 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 with and expect our contractors and suppliers to comply with all laws related to promoting safe working conditions.
- 5.2. We are committed to providing a safe, healthy and secure working environment.

6. Child, Juvenile, and Forced Labor, Human Trafficking and Modern Slavery

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

7. Engagement with Local Communities

We support the communities in which we operate and are committed to engaging with our stakeholders, considering their views as we conduct our business.

8. Grievance Mechanism and Confidentiality

- 8.1. We are committed to taking actions to ensure observance of this policy. Individuals becoming victim of, or witnesses 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
 - **Hotline Tel.:** +974 4477 8020
 - **HR Email:** HRDepartment@qatarsteel.com.qa
- 8.2. Complaints regarding any violation of this policy will be treated with utmost confidentiality.
- 8.3. 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.

9. Monitoring and Reporting

- 9.1. 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.
- 9.2. We will only work with those who uphold our standards of business conduct, values, and human rights policy.

9.3. We undertake regular monitoring and reporting to improve our efforts.

9.4. We will publicly report on the performance of this policy and associated processes in our Sustainability Report.



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