

Human Rights Commitment

Commitment Statement:

SNOC is committed to respecting human dignity and human rights across its workforce, activities and relevant business relationships, in accordance with applicable UAE and Emirate of Sharjah legal and regulatory requirements and SNOC's approved governance and corporate policies.

SNOC is committed to:

- Treat people with dignity, fairness and respect and promote equal opportunity.
- Maintain a workplace free from discrimination, harassment, bullying, abusive behaviour and retaliation.
- Prohibit forced labour, child labour and other forms of exploitation in accordance with applicable requirements.
- Provide safe and healthy working conditions and support employee wellbeing.
- Respect applicable employment and labour rights and provide appropriate grievance channels.
- Consider material human-rights impacts and risks in relevant activities, projects, supply chains and business relationships.
- Expect suppliers, contractors and relevant business partners to uphold applicable ethical, labour, human-rights and HSE requirements.
- Provide appropriate confidential channels to raise concerns, protect good-faith reporters from retaliation, and take corrective or remedial action where required.
- Monitor relevant controls and continually improve responsible business practices.

SNOC is committed to treating people with dignity, fairness and respect and to continually strengthening responsible business practices across its operations and relationships.



Khamis Al Mazrouei | CEO