

Human Rights Policy

Sohar Aluminium respects and supports the dignity, wellbeing, and human rights of our stakeholders directly affected by our operations, including our employees and the communities in which we operate. This Policy provides the foundation to our human rights approach.

We respect internationally recognized human rights as adopted by the Sultanate of Oman, including the Universal Declaration of Human Rights and the International Covenant on Social, Economic and Cultural Rights.

Our approach to respecting human rights will align with the United Nations Guiding Principles on Business and Human Rights. We are committed to engage openly and respectfully with everyone with whom we interact and to conduct our business in a transparent and ethical manner. We comply with applicable laws of the Sultanate of Oman. Where these differ from the commitments in this policy, we follow the higher standards; where they conflict, we will comply with the law while seeking ways to honour the principles of internationally recognized human rights.

We respect the right to decent working conditions, including health and safety, the freedom to establish unions and the right to enter into collective bargaining agreements. We oppose any form of discrimination based on race, color, gender, ethnicity, or religion as stated in our policies and Code of Conduct.

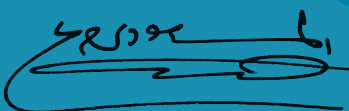
We oppose any form of modern slavery, including child or forced labour, debt bondage, and trafficking, or other labour exploitation in our activities.

We undertake due diligence activities to identify, prevent or mitigate human rights impacts that our operations may cause, contribute to, or be directly linked to. We also provide our stakeholders with access to grievance mechanisms, and we listen to and take actions to address complaints and where we identify we have caused or contributed to an adverse human rights impact, we are committed to providing for, or cooperating in its remediation.

We provide training to all employees on how to conduct business ethically and in a manner that respects human rights.

This Policy applies to all of our executive management, employees and third-party contractors. We engage our consultants, agents, and vendors to make them aware of our commitments and expect them to respect internationally recognized human rights.

The Chief Executive Officer is accountable for the implementation of this Policy and we will maintain and monitor internal systems to continue improving our human rights performance.



Said Mohammed Al Masoudi
CEO
26 June 2022



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