

WEAPONS AND VIOLENCE POLICY

Sohar Aluminium is committed to maintaining a safe, secure and respectful workplace, free from violence, threats, harassment and intimidation. This Policy applies to all permanent and non-permanent employees, contractors, visitors and customers while on our property and at our off-site work-related events.

The possession, carrying, display or use of any dangerous weapon on our property is prohibited, even where the person is licensed to possess or carry it. Weapons include firearms, explosives, knives and any other similar item capable of causing serious bodily injury or death.

Traditional or ordinary walking sticks are not considered weapons unless used or threatened to be used to cause harm.

We do not tolerate any form of workplace violence. Prohibited conduct includes causing or attempting to cause physical injury, making threats or threatening remarks, displaying aggressive or hostile behavior that creates a reasonable fear of injury or causes emotional distress, and intentionally damaging company property or the property of another person.

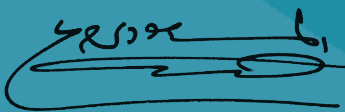
Our property includes all company-owned or leased buildings and surrounding areas, including sidewalks, walkways, driveways and parking areas under our ownership or control. It also includes company-owned or leased vehicles, any vehicle brought onto company property and all off-site events connected with work.

Every person covered by this Policy is responsible for complying with it and for refraining from any conduct that may endanger others or disrupt workplace safety.

Any violation may result in disciplinary action, up to and including termination of employment, or comparable action for non-employees.

Any actual or potential threat, violence, harassment or prohibited weapon should be promptly reported to us through our appropriate channels or other appropriate action, subject to applicable law.

This Policy shall be implemented in accordance with the laws of the Sultanate of Oman and our internal policies and procedures.



Said Mohammed Al Masoudi
Chief Executive Officer
01 February 2026



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