



In partnership with Tadweer

Health & Safety Management System

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EMPLOYEE WELFARE POLICY

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EMPLOYEE WELFARE POLICY

Al Dhafra Recycling Industries LLC firmly believes that dignified living and working conditions are essential to unlocking human potential and indispensable to its mission of raising the quality of life for all. The company ensures that all employees engaged at ADRI are treated with dignity and respect.

To this end, we commit to meet the requirements as set out in the Labour Law of the local country of operations and in compliance with the relevant industry's quality standards.

ADRI will strive to ensure that all its business partners operate in conformity with this policy and the ADRI's Code of Ethics, at all times.

ADRI expects all its employees and business associates to uphold and abide by this policy, by respecting the human and labour rights of all employees, providing a decent, hygienic, safe and healthy environment, as well as promoting the health and well-being of all employees, as part of their management and operational practices.

ADRI shall ensure that all employees are provided with all their entitlements as set out in the country's Labour law and that they are treated on the basis of the following principles:

- ❖ Exert the necessary standard of care to ensure that employee rights are protected and preserved throughout their recruitment, on boarding and repatriation;
- ❖ Do not allow or tolerate any forced labour, human trafficking practices, or other violations of human and labour rights;
- ❖ Comply with fair employment practices and standards for all employees;
- ❖ Ensure a safe, healthy and employee-friendly work environment;
- ❖ Ensure a decent, clean, safe, healthy and quality living environment;
- ❖ Treat all employees as equal by refraining from any type of harassment and discrimination;
- ❖ Do not allow or tolerate retaliation against any employee for exercising any of their rights under the country's Labour Law.

ADRI shall periodically review and revise this Employee Welfare Policy to maintain its relevance.

This Policy is authorized and signed by Top Management.

Talal Tabbakh
General Manager