

## **Naouri Group Human Rights Policy**

At Naouri Group we believe that our efficiency is directly related to our employees' performance. Thus; the Group uses an approach that is based on human right policies to ensure employees satisfaction by providing them with suitable working conditions in all aspects, and guaranteeing that their rights are preserved, and they in return are doing their job with high efficiency.

Naouri Group is also a supporter of the United Nations Global Compact with respect to human rights and the other principles relating to labor, environment, and anti-corruption. The human rights principles provide that:

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. Businesses should make sure that they are not complicit in human rights abuses.

As part of Naouri Group internal policies, we believe in and apply the following principles:

- Equal treatment of all employees regardless of gender, origin, religion and many other aspects.
- Everyone has the right to work, for free choice of employment, to just and favorable conditions of work and protection against unemployment."
- At Naouri group no discrimination according to gender is practiced, all women and men are treated equally.
- Discrimination in the work place is neither tolerated nor acceptable; where actions to be taken regarding this matter are stated in the company's code of conduct.
- And as for diversity of religions the group strongly supports and participates in all religious occasions.
- Human right abuse is neither tolerated nor accepted in any form or shape.
- "NG employers and workers shall have the right to join any association in order to constitute professional organizations or trade unions of their choice for the benefit of their economic and social interests without any personal or occupational damage being thereby suffered by him".
- Each staff member within the group has the right to join any internal committee he desires as long as it does not affect his/her work.
- Naouri Group supports legal unions, societies and associations without any discrimination,
- We believe that each child has the right to enjoy his childhood without having to work, and be condemned to forceful labor. Each child has the right to play, eat and have a secure life.
- Forbidding and eliminating any form of child labor which includes forced recruitment for use of children in illicit or hazardous activities for all those under the legal working age of 18 years.
- Equality is one of the important concepts at Naouri Group in which we encourage the idea that all employees are equal and should be treated accordingly.

**END**