

CORPORATE SOCIAL RESPONSIBILITY (CSR)



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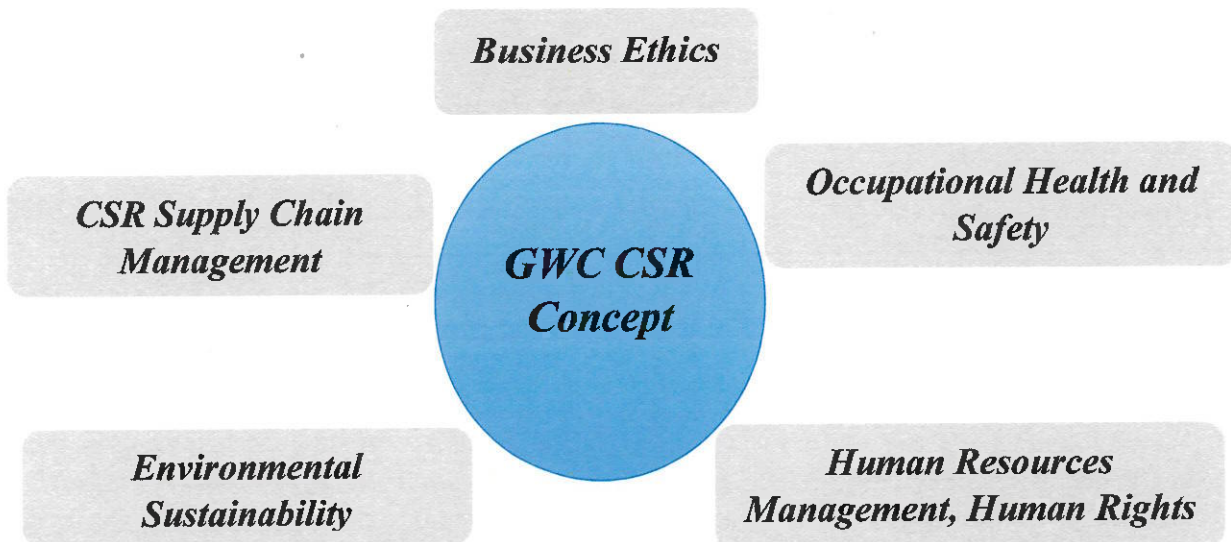
INTRODUCTION

This Corporate Social Responsibility (CSR) Policy describes our focus areas and voluntary self-commitment to fulfill the necessary measures in these areas. This document contains an update of the Corporate Social Responsibility Policy that was approved by the GCEO of Gulf Warehousing Company - GWC in December 2018 and reviewed by the required persons on 06 August 2020 in order to align it with best practices and recommendations on the matter (the "Corporate Social Responsibility Policy" or the "CSR Policy").

DEFINITION, OBJECTIVE AND SCOPE OF APPLICATION:

GWC understands corporate social responsibility (hereinafter, "CSR") as the Company's responsibility arising from the impact of its activity on people's lives and society. To comply with this responsibility, GWC integrates social, environmental and ethical concerns, as well as those on human rights and stakeholders, into its daily business and relations with them, we strive to meet the needs of GWC stakeholders in terms of CSR and to evaluate and include those in its daily operations whenever possible.

GWC has identified five fields of activity:



This Policy must be considered in the day to day business of all GWC employees and in all business relationships with stakeholders. This document cannot answer all questions related to CSR programs and strategy. Therefore, it refers to important further documents in the description of each CSR focus area.



THE PRINCIPLES THAT RULES CSR POLICE ARE:

- Integrity, as a manifestation of ethics in GWC's actions and relations with all stakeholders.
- Prudent risk management.
- Transparency as an aim to offer access to clear and true information.

GWC CSR CONCEPT

1) CSR Supply Chain Management (Responsible commitments and practices):

In order to comply with these principles, GWC has implemented the following specific commitments:

1. Clients

- To place clients at the core of its activity, in order to establish long-lasting relationships based on mutual trust and value contribution.
- To promote transparent, clear and responsible communication and financial education to facilitate well informed financial decisions and enhance people's financial health.
- To encourage the development of products and services with a high social or environmental impact, adapted to the context in which its clients live.
- To foster financial inclusion and the universalization of responsible access to financial services.

2. Employees

- To respect diversity and promote the equality of opportunities, in addition to the nondiscrimination due to gender, age, disability or any other circumstance.
- To promote work-life balanced practices.
- To implement practices to guarantee the staff's safety and ensure all employees' health.
- To encourage a culture of social commitment and shared values between the employees, facilitating the conditions so that volunteering activities can be carried out.

3. Shareholders and investors

- To promote transparency, truthfulness, immediacy and homogeneity in disclosing information.
- To facilitate awareness of those issues that may be necessary to enable an appropriate exercise of shareholders' rights.
- To publish the information continuously, periodically, punctually and made available on time.
- To Guarantee equality of treatment of all shareholders and investors that are in the same position.
- To use of a variety of communication instruments and channels that enable shareholders to access the Company in the easiest and most convenient way



4. Society

To support the development of the societies where GWC is present through financial activity, as well as to social programs focused on education, financial literacy, entrepreneurship and knowledge which may include but not limited: sponsorship of many nation ceremonies, celebrating of Qatar National Day...

5. Prevention of illegal behaviors

- Complying with competition law and anticorruption laws,
- Avoiding conflicts of interests when carrying out the work,
- Complying with the prohibition of insider trading,
- Protecting company assets, data and information management and
- Occupational health and safety & environmental protection

2) Respect for Human Rights

- Forced, bonded or indentured labour or involuntary prison labour is not tolerated. All work is voluntary, and workers shall be free to leave upon reasonable notice.
- Child labour is not tolerated. The term "child" refers to any person under the age of 18.
- Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits
- There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.
- GWC is established A code of conduct to assure that all human rights are considered
- We value and appreciate our employees' diversity. We are convinced that mixed teams and diverse workforce are crucial to securing long-term success. Diversity shall be actively supported.

3) Ethics and Ethical Trading

- GWC will ensure clear visibility through the utilized supply chains to know where products are being moved from and to;
- Training will be provided to relevant people on environmental and social issues affecting the logistics supply chains;
- GWC will ensure that partners uphold the workplace standards and behaviors consistent with the Company's requirements.
- A documented environmental and social assessment will be undertaken for every new contracted partner;
- GWC are committed to ensuring that the welfare of workers and labor conditions within the logistics supply chain meet or exceed recognized standards;
- GWC hold regular meetings with partners to support these ideas;
- handling donations,



4) Environmental Sustainability & 5) Occupational Health and Safety

- A Sustainable Policy for Procurement of services will be maintained that will set out the principles, policies and procedures within Company.
- Since the creation of GWC, our first priority has been to avoid and prevent potential risks for our employees as well as to mitigate our impact to the environment.
- GWC is certified as the ISO 22000:2005 standards of its Food Safety Management System.
- The priority in terms of our responsibilities for our employees is the prevention of health and safety risks.
- Our objective is to prevent personal injuries and damage to assets and to minimize impacts on the environment and the effects on climate change.
- We consider the support of our objectives and targets in environmental protection, safety and health as well as energy management as an obligation of every employee.
- We continuously work to improve our approach in matters of health, safety, environmental protection, and energy management.

FISCAL RESPONSIBILITY

- GWC shall do its part in community development and promotion, and the environment preservation through effective and meaningful participation system of corporate social responsibility.
- GWC has committed to contributing 2.5% of its annual profit to Corporate social responsibility fund as set up by Qatar Government.

MONITORING & REPORTING

A comprehensive monitoring and Reporting mechanisms shall be devised by the Company to ensure that all Projects / Programs are duly implemented as per the CSR Policy. The Company's public relations shall monitor the project after getting the GCEO approval. The monitoring and reporting mechanism will include program review, evaluation, documentation and reporting.

