



SUPPLIER CODE OF CONDUCT

مجموعة عبد الرحمن المصيب
ABDULRAHMAN ALMUAIBID GROUP

www.aam.com.sa



Aram Group's Supplier Code of Conduct

Aram Group's Supplier Code of Conduct sets forth minimum workplace standards and business practices that are expected of any Supplier doing business with Aram Group, consistent with our company's values. These requirements are applicable to suppliers of Aram Group and its affiliates and subsidiaries globally.

A) Code of Conduct

1. Compliance with Laws:

Supplier's personnel and operations shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. Additionally, Suppliers will ensure that products, services and shipments for Aram Group adhere to all applicable international trade compliance laws, rules and regulations.

2. Labor:

Suppliers shall uphold the human rights of workers and treat them with dignity and respect.

a) Suppliers shall employ only workers who meet the applicable minimum legal age requirement, except that in no event shall Supplier employ any person under the age of 16, even if local law permits otherwise.

Supplier shall also comply with all other applicable child labor laws according to local regulations.

b) Suppliers shall not use any indentured or forced labor, slavery or servitude.

c) Suppliers plants shall set working hours, wages and over-time pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.

d) Suppliers shall treat employees with dignity and respect and will not engage in or permit corporal punishment, threats of violence, or other forms of harassment whether based on gender, race, color, religion, ethnicity, age, sexual orientation, national origin, disability, or any other legally protected characteristic.

e) Supplier shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs (including race, color, gender, nationality, and religion, and age, maternity or marital status).

f) Supplier shall respect employees' right to join any lawful organization, including trade unions and works councils, and shall comply with all applicable local and national laws pertaining to freedom of association and collective bargaining.

SUPPLIER CODE OF CONDUCT

3. Health and Safety:

Aram Group is committed to being a global leader in safeguarding the health and safety of our employees and protecting the environment.

- a) While suppliers are on-site at an Aram Group location or at an Aram Group customer location on behalf of Aram Group, suppliers shall comply with Aram Group's Safety Policy, Aram Group's EHS handbook, and any site-Specific requirements.
- b) Suppliers shall ensure a safe work environment and minimize physical and chemical hazards through Proper design, engineering and administrative controls, preventative maintenance and safe work Procedures as well as ongoing safety training.
- c) Suppliers shall provide workers with appropriate personal protective equipment where hazards Cannot be adequately controlled by other means.
- d) Suppliers shall provide and properly maintain physical guards, interlocks, and barriers where Machinery presents an injury hazard to workers.
- e) Suppliers shall minimize the impact of emergency situations through the implementation of Emergency plans and response procedures.

4. Environment:

At Aram Group, environmental considerations are an integral part of our business practices and the production of world-class products. Aram Group's suppliers shall comply with all applicable environmental laws and regulations.

- a) Suppliers shall maintain all required environmental permits and registrations and follow the Operational and reporting requirements of such permits.
- b) Suppliers shall comply with regulated substance specifications and with any applicable laws and Regulations prohibiting or restricting the use or handling of specific substances.
- c) Suppliers shall endeavor to reduce or eliminate solid waste, wastewater, and air emissions by Implementing appropriate conservation measures in their production, maintenance, and facility Processes.
- d) Suppliers shall manage, control, treat and/or dispose of non-hazardous solid waste, wastewater, And/or air emissions generated from operations as required by applicable laws and regulations, Before discharge.

SUPPLIER CODE OF CONDUCT

5. Ethics:

Suppliers shall commit to the highest standards of ethical conduct when dealing with its employees, suppliers and customers.

- a) Suppliers shall prohibit any and all forms of corruption, extortion, and embezzlement by its Employees, officers, directors or agents.
- b) Suppliers shall adhere to standards of fair business, advertising, and competition.
- c) Suppliers shall not offer or accept bribes or other means to obtain an undue or improper advantage.
- d) Suppliers shall accurately record and disclose information regarding their business activities, Structure, financial situation, and performance in accordance with applicable laws and regulations as Well as prevailing industry business practices.
- e) Suppliers shall respect intellectual property rights and safeguard customer information. Transfer of Technology and know-how shall be done in a manner that protects intellectual property rights.
- f) Suppliers shall incorporate international Supply Chain Security (SCS) measures into their business Processes as described by the World Trade Organization's SAFE framework or similar SCS guidelines (e.g., Business Anti-Smuggling Coalition (BASC) Security Program; Customs-Trade Partnership Against Terrorism (C-TPAT); Authorized Economic Operator (AEO), Partners in Protections (PIP).
- g) Suppliers shall implement processes as well as procedures and exercise due diligence to detect and Avoid counterfeit parts.
- h) Aram Group is committed to ensuring that the products it sells do not incorporate "conflict minerals" (Minerals which are smelted into tin, tantalum, tungsten and gold) sourced from entities which Directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Aram Group requires its suppliers to:
 - a. Perform sufficient due diligence into their respective supply chains to determine whether Products sold to us contain tin, tantalum, tungsten or gold, and, if so, whether and to what Extent those metals are sourced from conflict-free smelters.
 - b. Report to Aram Group the results of such due diligence to enable Aram Group to comply with its legal Obligations and policy goals; and Commit to being or becoming "conflict-free", so that any such metals are sourced only from Conflict-free smelters
 - d) Suppliers shall implement a comprehensive business continuity plan throughout its operations and supply chain to preserve the safety of workers, protect physical property from loss and damage, safeguard intellectual property, prevent interruptions in the manufacturing process and ensure the integrity of shipments at the point of origin.
 - d) Suppliers shall implement processes to address the confidentiality and protection of an employee who in good faith raises a concern, makes a report, or assists with an investigation related to potential ethical or criminal violations.

SUPPLIER CODE OF CONDUCT

6. Anti-Corruption:

Aram Group is committed to complying with anti-corruption laws that prohibit bribes, kickbacks, or other corrupt actions to obtain or retain business or obtain any improper advantage. All suppliers are expected to comply with applicable anti-corruption laws while conducting business on behalf of Aram Group. Suppliers are prohibited from directly or indirectly receiving or offering any form of bribe, kickback, or other corrupt payment, to or from any person or organization, including government agencies or officials, private companies or employees of those private companies.

7. Gifts and Entertainment:

Aram Group recognizes that it is customary for some of its suppliers, customers and other business associates to occasionally give small gifts or offer modest business entertainment to those with whom they do business. It is important, however, that these gifts and entertainment events do not affect an employee's business judgment, or give the appearance that judgment may be affected. When doing business with or conducting business on behalf of Aram Group, Supplier may, for legitimate business purposes: (i) offer gifts or entertainment to suppliers, customers or other business associates; or (ii) accept gifts or entertainment offered by suppliers, customers or other business associates; provided, however, that in each instance the gift or entertainment:

- is unsolicited;
- is not a bribe, kickback or other illegal or illicit payment;
- is not given in exchange for any consideration;
- would not embarrass Eaton if disclosed publicly; and
- does not create the appearance (or an actual or implied obligation) that the gift giver is entitled to Preferential treatment, an award of business, better prices or improved terms of sale.

Any supplier that violates the provisions of this Section 7 when conducting business on behalf of Aram Group risks immediate loss of all existing and future Aram Group business.

B) Compliance Monitoring

The supplier will allow Aram Group and/or any of its representatives or agent's access to its facilities and all relevant records associated with the products and services provided to Aram Group. The supplier and Aram Group will establish a mutually agreeable date and time for access. However, risks to Aram Group's business may require immediate access to the products, services and associated records and supplier will accommodate Aram Group's access as required. Supplier also agrees to cooperate with Aram Group to investigate any allegations of wrongdoing, misconduct or corruption.

C) Application to Sub-Contractors

This Code also applies to any sub-contractor(s) to the supplier, providing goods or services to the supplier. The Supplier Code of Conduct shall be cascaded down to all sub-tier subcontractors. The supplier is fully responsible for ensuring compliance by any such sub-contractor(s) as if it were the supplier itself. Aram Group reserves the right to audit the supplier's sub-contractors for compliance to Aram Group's Supplier Code of Conduct and supplier will accommodate Aram Group's audit as required.

SUPPLIER CODE OF CONDUCT

D) Event of Violation

Supplier shall promptly report to Aram Group notice of known breach of this Code and implement a corrective action plan to cure the non-compliance within a specified time period (furnished to Aram Group in writing). If the supplier fails to meet the corrective action plan commitment, Aram Group may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. Aram Group reserves the right to hold supplier responsible for reasonable costs of investigating non-compliance.



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