

Fertiglobe

An ADNOC Company

Human Rights Policy

MAY 2024



Introduction

We are committed to respecting and promoting human rights and safe working conditions. We conduct all business activities responsibly, efficiently, transparently, and with integrity and respect towards all stakeholders, as codified in our Code of Conduct as part of our Fertigllobe Compliance Framework. This expectation extends to our suppliers and business partners, who are required to conduct their business according to the principles in our Business Partner Code of Conduct. Our Human Rights Policy aims to secure the salient rights of every individual and is aligned to core international human rights standards, including:

The Universal
Declaration of Human
Rights

The International
Labor Organization's
(ILO) core conven-
tions including
the Declaration
on Fundamental
Principles and Rights
at Work

United Nations
Guiding Principles on
Business and Human
Rights

The United Nations
International
Children's Emergency
Fund (UNICEF)



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The International Labor Organization's (ILO) core conventions including the Declaration on Fundamental Principles and Rights at Work

United Nations Guiding Principles on Business and Human Rights

The United Nations International Children's Emergency Fund (UNICEF)





Child Labor

Fertiglobe prohibits any use of child labor under any circumstances. All employees must fulfil the minimum age limit imposed by local legislation, which prohibits children under the age of 16 from working.



Forced Labor & Human Trafficking

We are committed to preventing and prohibiting forced labour of any kind, including all forms of modern-day slavery or human trafficking.



Minority Rights

We are committed to protect minority groups and indigenous peoples' rights, consult with local communities, and guarantee their right to free, prior, and informed consent.



Non-discrimination and Harassment

We are committed to ensuring all people are treated with respect, tolerance, dignity and without prejudice to create a mutually respectful and positive working environment. We do not tolerate any form of harassment, discrimination, or bullying.



Diversity and Inclusion

We support and encourage diversity and inclusion within our business and the organizations with which we do business. We are committed to providing equal employment opportunities where employees are recruited, employed, compensated, retained, trained, and promoted based on their qualifications and experience regardless the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, political opinion or any other status protected by applicable law.



Safe and Healthy Workplace

We are committed to providing a safe and healthy workplace for all employees and stakeholders by implementing the highest international and local safety standards to avoid any potential risks to people, communities, assets, or the environment. Our goal is to achieve leadership in safety and occupational health standards across our operations by fostering a culture of zero injuries at all our production facilities, and continuously improving health and safety monitoring, prevention and reporting across our plants.



Fair Working Hours, Compensation and Living Wage

We are committed to ensuring all employees are fairly remunerated and have crafted our local compensation frameworks that are appropriately competitive in each of our markets and comply with local employment laws. We compensate our employees on an equal pay for equal work basis, regardless of race, gender, or personal beliefs. We ensure employment contracts with regards to working hours and overtime are fair and comply with local laws, regulations, and customs.

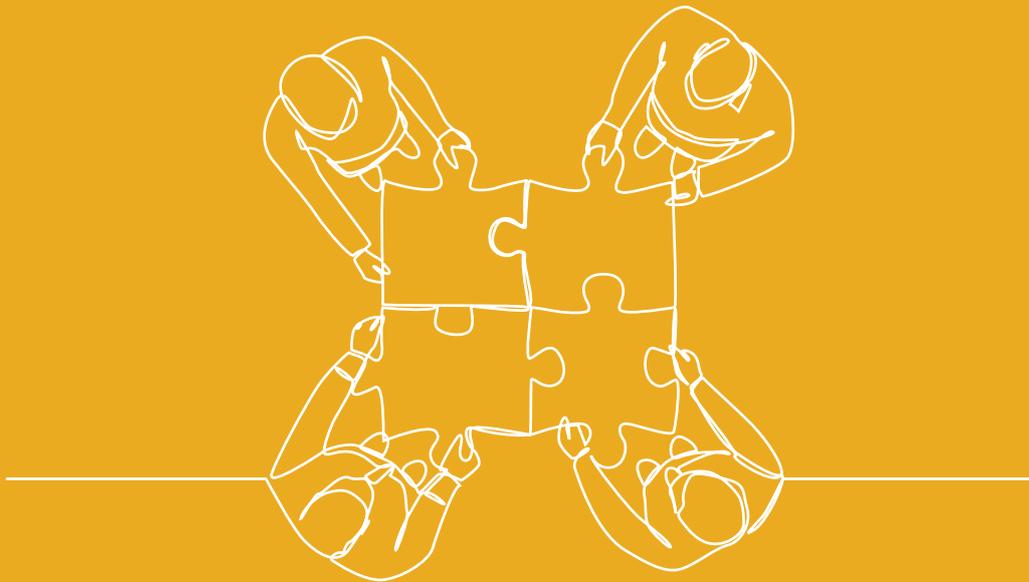
Fertiglobe is upholding the highest standards of human rights (including the right to freedom of association, where required by law in the relevant jurisdiction).



Reporting Suspected Misconduct

Fertiglobe encourages the reporting of a Business Partner's suspected misconduct to your Fertiglobe relationship manager, allowing for joint verification of facts and remediation. Should you wish to remain anonymous, please contact the Fertiglobe hotline EthicsPoint (www.fertiglobe.ethicspoint.com), which is managed by an independent provider and is available 24 hours a day, 7 days a week. Fertiglobe will not tolerate retaliation against any employee for making a report or participating in an investigation of possible misconduct in good faith.





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