

## Almarai® ESG policies & position statements

# Human Rights Policy

This Human Rights Policy applies to Almarai Company (“Almarai”), a listed joint stock company, incorporated and existing under the laws of the Kingdom of Saudi Arabia (Almarai), and any of its Controlled entities (each such entity, including Almarai, an Almarai Entity).

Almarai is dedicated to respecting and protecting the human rights of its employees, workers in its value chain, and members of the communities in which it operates. This policy sets forth the principles and standards that Almarai is committed to.

Almarai will continue adopting leading practices to:

1. Prohibit the unlawful employment of children under the legal age of work.
2. Ensure fair opportunity and treatment of all employees and candidates with no acts of discrimination, harassment, or abuse of any kind.
3. Provide employees compensation with timely wages and comply with all applicable laws and regulations with respect to legal working hours.
4. Prohibit forced or compulsory labor, meaning any work or service performed under coercion or without consent by the person concerned.
5. Subject to and in accordance with applicable law, Almarai respects our employees’ rights for freedom of association and collective bargaining, without fear of reprisal, intimidation, or harassment. In locations where trade unions and/or collective bargaining is limited by law, Almarai has instituted communication mechanisms between employees and management.

Almarai will communicate the Human Rights Policy Statement to all its employees and stakeholders, and ensure it is freely available to the wider community. This policy will be reviewed and updated as required.

This policy, supported by the Human Resources Division, will be applied to all business operations and services carried out by Almarai.

Almarai requires all employees and stakeholders to fully conform with Almarai’s Human Rights Policy to ensure it achieves its goals and objectives.

The Almarai CEO is responsible for Almarai’s Human Rights practices and sign this policy in acknowledgment of this.



**Abdullah Albader**  
Chief Executive Officer