Express International Group (EIG) is committed to integrate corporate social responsibility in its operation in both social and governance related business operations, administration as well as stakeholders' interaction in the following areas:

- Conducting business in a socially responsible and ethical manner through fair business practices and ethics.
- Supporting human rights.
- Protecting the environment and sustainable procurement
- Safety of people
- Social Contributions

All EIG employees adapt to the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.

EIG managers act as role models by incorporating those considerations into decision- making in all business activities. Managers ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

- EIG conducts its business in an open, honest, and ethical manner. We recognize the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. Please refer back to EIG policies listed below:
  - Anti-Trust (PLC-002)
  - Anti-Bribery & Anti-Corruption (003)
- EIG is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

EIG is also committed to:

- Protecting the health and safety of all individuals affected by our activities, including our employees and the public.
- EIG provides a safe and healthy work environment, and will not compromise the health and safety of any individual.
- Aiming to have no accidents and no negative impacts on the environment by promoting responsible environmental practices and continuous improvement
- Recognizing that pollution prevention and resource conservation are the keys to a sustainable environment, where EIG Leadership effectively integrates these concepts into our business decision-making.
- That all employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in environmentally responsible manner.
- Providing resources to encourage and facilitate employees to participate in volunteering, community services and charitable activities.

EIG ensures that employees are treated fairly and with dignity and consideration for their goals; aspirations and that diversity in the workplace is embraced, by:

- Applying fair labour practices in accordance to the local labour laws.
- Providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, harassment or minimum age required by law.
- Recognizing that governments have the primary responsibility to promote and protect human rights.
- Working in accordance to the government laws to support and respect human rights within our sphere of influence.
- Not tolerating human rights abuses, or engaging in any activity that solicits or encourages human rights abuse.
- Striving to build trust, delivering mutual advantage and demonstrating respect for human values of dignity and rights in all relationships it enters into, including respect for cultures, customs and individuals and groups.

This policy will be reviewed, and if necessary revised, annually to keep up to date and will be released on our company website.

Approved by:

Jerry Nazzal
Group President