

## **SOCIAL ACCOUNTABILITY POLICY**

### **PURPOSE**

At ADBLU INTERNATIONAL PROJECTS FZC (ADBLU) we are committed to conducting our business in a socially responsible manner, taking into account the impact of our operations on society, the environment, and our stakeholders. This Social Accountability Policy outlines our commitment to upholding ethical standards, promoting human rights, ensuring workplace safety, and contributing to the communities in which we operate.

### **COMPLIANCE WITH LAWS AND REGULATIONS**

We will comply with all applicable laws and regulations related to social responsibility, labour standards, health and safety, environmental protection, and community engagement. We will monitor and update our practices to ensure ongoing compliance with these requirements.

### **ETHICAL BUSINESS CONDUCT**

We will conduct our business with the highest standards of integrity, honesty, and fairness. We will not engage in or support any form of corruption, bribery, discrimination, or illegal practices. We will promote a culture of ethical behaviour throughout our organization and expect our employees, partners, and suppliers to adhere to the same principles.

### **HUMAN RIGHTS**

We respect and uphold the fundamental human rights of all individuals, both within our organisation and throughout our supply chain. We will not tolerate any form of forced labour, child labour, or any other practices that violate human rights. We will provide a safe and inclusive working environment that promotes diversity, equality, and fair treatment for all and encourage empowerment, social cohesion and inclusion.

### **WORKPLACE HEALTH AND SAFETY**

We are committed to providing a safe and healthy working environment for our employees, contractors, and visitors. We will comply with all applicable health and safety regulations, conduct risk assessments, and implement measures to prevent accidents, injuries, and occupational health hazards. We will provide appropriate training, resources, and support to ensure the well-being of our workforce.

### **ENVIRONMENTAL STEWARDSHIP**

We recognise our responsibility to minimise our environmental impact and promote sustainable practices. We will strive to reduce waste, conserve resources, and minimise pollution in all areas of our operations. We will comply with all relevant environmental laws and regulations and seek opportunities to implement environmentally friendly initiatives.

### **SUPPLY CHAIN RESPONSIBILITY**

We expect our suppliers, contractors and business partners to share our commitment to social responsibility. We will work with them to ensure they uphold ethical standards, promote human rights, provide safe working conditions, and adhere to environmental regulations. We will conduct regular assessments and audits to verify compliance and encourage continuous improvement.

### **COMMUNITY ENGAGEMENT AND PHILANTHROPY**

We actively engage and promote inclusion with the communities where we operate, aiming to make a positive and lasting impact. We will contribute to community development initiatives, support local organisations, and encourage our employees to volunteer their time and skills for social causes during their free time. We will foster partnerships that address societal challenges and promote sustainable development and provide access to information as permitted by the site and project in the local language.

#### **MONITORING AND REPORTING**

We have established monitoring mechanisms to assess our performance and identify areas for improvement. Regular reporting on our social responsibility initiatives is conducted to ensure transparency and accountability. We listen to feedback from our stakeholders and take appropriate actions to address their concerns.

#### **CONTINUOUS IMPROVEMENT**

We are committed to continuously improving our social accountability practices. We will set objectives, monitor progress, and regularly review and update our policies and procedures to reflect evolving best practices and societal expectations.

By adhering to this Social Accountability Policy, we demonstrate our commitment to responsible business practices and strive to create a positive impact on society, the environment, and our stakeholders.

This Policy is also a response to ADBLU's accountability to the communities it works with and is therefore to be operationalised as part of the broader ADBLU Accountability Framework.