



## **Human Rights Position Statement**

Issued on 21.02.2023

### **Our commitment**

stc is committed to create a workplace culture that encourages respect for the individual, regardless of gender, race, age, disability, citizenship, religion, marital status, background. stc promotes and supports human rights as a responsible corporate citizen and employer governed by the applicable laws and regulations in each jurisdiction in which we operate, stc strives to promote ethical behavior in the workplace that is free of coercion, discrimination or harassment.

### **Purpose and scope**

This statement has been developed to establish a reference for the development and implementation of processes relating to human rights within stc.

### **Fulfilling our commitment**

- Treating employees, suppliers, customers and other stakeholders with respect and dignity;
- Promoting equal opportunity and preventing discrimination;
- Ensuring an appropriate and comfortable working environment for female employees in accordance with the applicable laws and regulations;
- Reporting to the relevant authorities any circumstance or condition that does not appear to be compatible with applicable regulations, including, for example, forced or compulsory labor or unsafe or unhealthy work environments.

### **Approvals and review**

This statement has been reviewed and approved by senior management and will be periodically reviewed, taking into account any organizational, legal or business changes that may take place.

A blue ink signature of Olayan Mohammed Alwetaid, consisting of a stylized, cursive script.

Olayan Mohammed Alwetaid  
stc Group CEO