



میدال للکابلات
Midal Cables

SOCIAL RESPONSIBILITY POLICY & DISCLOSURE

Midal Cables B.S.C. (c)

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Social Responsibility Policy & Disclosure

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Name & Designation		Signature	
Khalid Rashid Shaikh Abdulrahman Al Zayani Chairman of the Board			

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1. INTRODUCTION

This policy applies to the activities related to social responsibility undertaken by or on behalf Midal Cables B.S.C. (c) (the “Company”).

The Company is committed to understand, monitor and manage our social, environmental and economic impact to enable us to contribute to society’s wider goal of sustainable development. This commitment is deeply established in the Company’s core values and aims to demonstrate social responsibilities through actions guided by the Company’s corporate policies.

All the Company employees and business partners shall adopt the Social Responsibility described in this policy into their day-to-day work activities. The Senior Management shall act as role models by implementing this policy into their decision-making related to all business activities. The Management will ensure that appropriate organizational structure and resources are in place to effectively identify, monitor, and manage social responsibility issues and performance. In alignment with the Statement on Code of Ethics and Code of Conduct, the Company will ensure that all matters related to Company’s social responsibility are considered and supported in all operations and administrative matters and the company’s response towards the same is consistent with the Company stakeholders’ best interests. The Company is committed to be recognized as a leader in its commitment towards Social Responsibility and recognizes that in doing so, will bring significant value to the shareholders.

The Senior Management shall develop an annual strategy / plan to implement the corporate social responsibility philosophy, policies and principles towards the community. The strategy or plan shall, at a minimum, clarify the following:

1. The budget allocated to social responsibility requirements;
2. The available means of support and participation in certain activities for social cause;
3. The values and principles that the company seeks to bring to the hearts and minds through the various social responsibility activities it adopts or supports; and
4. The community segments or social areas targeted by the Company

At Midal Cables B.S.C. (c), Social Responsibility is defined as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which it operates.

2. POLICY

This Policy is built on the following aspects that reflect existing and emerging standards of Social Responsibility:

A. Business Ethics and Transparency

The Company is committed to maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations, and to promote confidence in its governance systems.

The Company will conduct its business in an open, honest, and ethical manner.

The Company recognizes the importance of protecting all human, financial, physical, informational, social, environmental, and reputational assets.

The Company will advise its partners, customers, and suppliers of its Social Responsibility Policy, and will work with them to achieve consistency with this policy.

The Company is committed to measuring, auditing, and tracking the performance of its Social Responsibility programs.

B. Environment Health & Safety

The Company is committed to protecting the health and safety of all individuals affected by its activities, including employees, business partners and the public. It will provide a safe and healthy working environment and will not compromise the health and safety of any individual. The goal is to have no accidents and mitigate impact on the environment by working with our stakeholders, peers and others to promote responsible and environment-friendly business practices and continuous improvement.

The Company is committed to environmental protection and supervision.

The Company recognizes that pollution prevention, biodiversity and resource conservation are keys to a sustainable environment and will effectively integrate these concepts into its business decision-making.

All employees and business partners are responsible and accountable for contributing a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

C. Stakeholder Relations

The Company will engage its stakeholders honestly and respectfully.

The Company is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, vendors, employees, government entities, regulators and among others.

D. Employee Relations

The Company will ensure that employees are treated fairly and in a dignified manner with consideration of their goals and aspirations and that diversity in the workplace is embraced.

The Company will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

The Company is committed to providing equal opportunity for employment in all aspects and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or workplace harassment.

E. Human Rights

The Company recognizes that Government has the primary responsibility to promote and protect human rights. The Company will work with the government and related agencies to support and respect human rights within our domain of influence.

The Company will not tolerate human right's abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

The Company will always strive to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all its relationships entered, including respect for cultures, customs and values of individuals and groups.

F. Community Involvement

The Company strives to understand and respect the cultural values and laws wherever it operates. It actively supports initiatives in those communities where the employees live and work. This commitment should be demonstrated by contributions covering financial and volunteer support. The Company will encourage their employees to contribute time and energy in leadership and other roles in community organizations.

3. DISCLOSURE OF SOCIAL RESPONSIBILITY

The annual report will include a report on corporate social responsibility activities. The report will explain the activities and the amount spent thereon and measure their impact and sustainability.