

Corporate Social Responsibility Policy

Gulf Warehousing Company Q.P.S.C (GWC)

Approved By _____



.....
Ranjeev Menon, Group Chief Executive Officer; GWC

INTRODUCTION

This document contains an update of the Corporate Social Responsibility Policy that was approved by the GCEO of GWC in December 2018, in order to align it with best practices and recommendations on the matter (the "Corporate Social Responsibility Policy" or the "CSR Policy").

Definition, objectives and scope of application

GWC understands corporate social responsibility (hereinafter, "CSR") as the Company's responsibility arising from the impact of its activity on people's lives and society. To comply with this responsibility, GWC integrates social, environmental and ethical concerns, as well as those on human rights and stakeholders, into its daily business and relations with them.

The principles that rule the CSR Policy are:

- Integrity, as a manifestation of ethics in GWC's actions and relations with all stakeholders.
- Prudent risk management.
- Transparency as an aim to offer access to clear and true information.

Responsible commitments and practices

In order to comply with these principles, GWC has implemented the following specific commitments:

1. Clients

- to place clients at the core of its activity, in order to establish long-lasting relationships based on mutual trust and value contribution.
- To promote transparent, clear and responsible communication and financial education to facilitate well informed financial decisions and enhance people's financial health.
- To encourage the development of products and services with a high social or environmental impact, adapted to the context in which its clients live.
- To foster financial inclusion and the universalization of responsible access to financial services.

2. Employees

- To respect diversity and promote the equality of opportunities, in addition to the nondiscrimination due to gender, age, disability or any other circumstance.
- To promote work-life balanced practices.



- To implement practices to guarantee the staff's safety and ensure all employees' health.
- To encourage a culture of social commitment and shared values between the employees, facilitating the conditions so that volunteering activities can be carried out.

3. Shareholders and investors

- To promote transparency, truthfulness, immediacy and homogeneity in disclosing information.
- To facilitate awareness of those issues that may be necessary to enable an appropriate exercise of shareholders' rights.
- To publish the information continuously, periodically, punctually and made available on time.
- To Guarantee equality of treatment of all shareholders and investors that are in the same position.
- To use of a variety of communication instruments and channels that enable shareholders to access the Company in the easiest and most convenient way

4. Society

To support the development of the societies where GWC is present through financial activity, as well as to social programmes focused on education, financial literacy, entrepreneurship and knowledge which may include but not limited: sponsorship of many nation ceremonies, celebrating of Qatar National Day...

5. Prevention of illegal behaviours

6. Respect for Human Rights

Ethics and Ethical Trading

- GWC will ensure clear visibility through the utilized supply chains to know where products are being moved from and to;
- Training will be provided to relevant people on environmental and social issues affecting the logistics supply chains;
- GWC will ensure that partners uphold the workplace standards and behaviours consistent with the Company's requirements.
- A documented environmental and social assessment will be undertaken for every new contracted partner;
- GWC are committed to ensuring that the welfare of workers and labour conditions within the logistics supply chain meet or exceed recognized standards;
- GWC hold regular meetings with partners to support these ideas;

Fiscal responsibility



- GWC shall do its part in community development and promotion, and the environment preservation through effective and meaningful participation system of corporate social responsibility.
- GWC has committed to contributing 2.5% of its annual profit to Corporate social responsibility fund as set up by Qatar Government.

Sustainability

A Sustainable Policy for Procurement of services will be maintained that will set out the principles, policies and procedures within Company.

Monitoring & Reporting

A comprehensive monitoring and Reporting mechanisms shall be devised by the Company to ensure that all Projects / Programs are duly implemented as per the CSR Policy. The Company's public relations shall monitor the project after getting the GCEO approval. The monitoring and reporting mechanism will include program review, evaluation, documentation and reporting.

