

SCOPE

This policy applies to our operations within Midas Safety and extends to our supply chain. We expect all of our employees, and suppliers to comply with this policy.

PRINCIPLES

Our Social policy is based on the following principles:

- ❖ **Respect for human rights:** We respect the principles of the Universal Declaration of Human Rights as well as ILO conventions and believe in fulfilling all the human rights of our stakeholders, including our employees, customers, suppliers, and the communities in which we operate.
- ❖ **Sustainability:** Our goal is to conduct business in a way that is sustainable and continually improves and reduces the impact of our operations on the environment and society.
- ❖ **Ethics:** We conduct our business in an ethical manner and avoid corruption, bribery, anti-competitive behavior, anti-trust, and other unethical practices.

COMMITMENTS

- ❖ We shall comply with relevant laws, national and international standards, and all other requirements for sustainable social management.
- ❖ We shall establish, implement, and maintain risk identification and mitigation mechanisms and find opportunities for improvement through risk mitigation, avoidance, and substitution.
- ❖ We shall educate our employees on the importance of responsible conduct.
- ❖ We shall assess the negative social aspects of our operations and processes to determine ways to reduce their impacts.
- ❖ We shall ensure the health and safety of our employees during work by providing a safe working environment, adequate personal protective equipment, and emergency preparedness and response training.
- ❖ We shall ensure an occupational health and safety management system to prevent injuries, accidents, and work-related ill health.
- ❖ We believe in diversity, equity, and inclusion. We shall promote women in our workforce and management and ensure equal opportunities for all without discrimination.
- ❖ We are strictly against child, forced, and compulsory labor and shall enforce compliance in our operations and in our supply chains.
- ❖ We shall continue to invest our resources and energy in the uplifting of communities, alleviating poverty, promoting skills and healthcare, and empowering women.
- ❖ We shall abide by applicable laws, especially those relating to employment, which include but not limited to working hours, overtime, leaves, benefits, notice periods, etc.
- ❖ We shall ensure workers' rights to freedom of association and collective bargaining. Where local laws do not encourage the formation of unions, we promote alternative mechanisms to record the voice of employees and take action.
- ❖ We shall ensure that our social contributions do not favor any political party or politicians.

IMPLEMENTATION

This policy will be implemented through several mechanisms, including:

- Training for all employees on our policy and the principles of responsible business conduct.
- Monitoring and auditing of our operations to ensure compliance with the policy.
- Grievance mechanisms for stakeholders to report concerns about our compliance with the policy.

REVIEW

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration, and raising awareness about sustainable practices. The policy is linked to the latest GRI Standards, and any change in these standards triggers a review of this policy. The actions arising from this policy are linked with the respective responsible person's KPIs to ensure monitoring and compliance. Management is committed to continually improving the health, safety, and wellbeing of employees and communities.

RESPONSIBILITY

Country heads and General Managers shall be responsible for communication, and implementation, of this policy. This policy will be reviewed periodically.

Social Policy



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