



S.J. Abed & Al Sulaimi Catering Group SAOC  
"We Cater to Your Needs"

## Fair Treatment of Workers Policy

Rev01-10.03.2025

SJA-POL-16

### FAIR TREATMENT OF WORKERS POLICY

**Purpose:** To ensure that all workers within S.J. Abed and our supply chain are treated with dignity, respect and fairness. To establish a zero-tolerance stance toward harassment, discrimination, abuse or any form of inhumane or degrading treatment.

**Scope:** This policy applies to all employees of our company, supply chain partners, including suppliers, contractors and subcontractors.

#### **Policy Statement:**

1. **Dignity and Respect:** All workers within S.J. Abed and our supply chain must be always treated with dignity and respect. This includes recognizing the fundamental rights of everyone and promoting a culture of mutual respect
2. **Non-Discrimination:** We do not tolerate any form of discrimination based on race, gender, age, nationality, sexual orientation, religion, disability or any other characteristic. All employment decisions, including hiring, promotion and termination, must be based on merit, relevant qualifications and justifications
3. **Harassment and Abuse:** Harassment, abuse or any form of inhumane or degrading treatment is strictly prohibited. This includes verbal, physical, sexual and psychological harassment or abuse
4. **Fair Treatment:** Workers must be treated fairly in all aspects of employment, including working hours, compensation and benefits. We commit to ensuring fair wages and safe working conditions that meet or exceed legal and industry standards
5. **Grievance Mechanisms:** All S.J. Abed employees and supply chain partners must establish and maintain transparent and accessible grievance mechanisms. Workers must be able to report violations of this policy without fear of retaliation
6. **Compliance and Monitoring:** We expect all S.J. Abed employees and our supply chain partners to comply with this policy and applicable laws. Regular audits and assessments will be conducted to ensure compliance and identify areas for improvement
7. **Training and Awareness:** All S.J. Abed employees and supply chain partners must provide training and resources to ensure that all workers are aware of their rights and responsibilities under this policy.

**Implementation:** This policy is effective immediately and must be communicated to all supply chain partners. Failure to adhere to this policy may result in termination of contracts and business relationships.

**Review:** This policy will be reviewed annually and updated as necessary to reflect changes in legal and industry standards.

Joseph J. Abed  
Director



Date: 10-03-2025