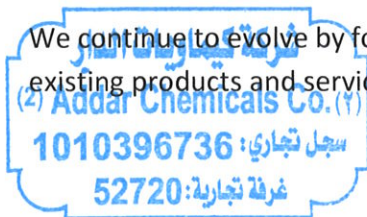


Health & Safety, Environment and Quality (HSEQ) Policy

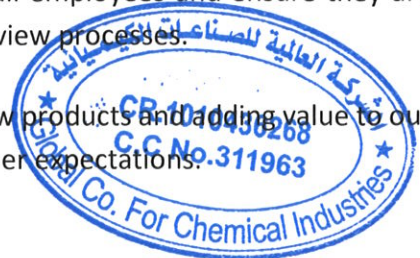
Addar Chemical Company (ACC) & Global Company for Chemical Industries (GCI) management commits to delivering superior Quality products and services while ensuring the occupational Health, Safety and well-being of our employees and minimizing our impact on the Environment.

In pursuit of our commitment to HSEQ excellence;

- ✓ We ensure **'Total Customer Satisfaction'** whilst maintaining the requirements of our business partners, shareholders, regulatory bodies and taking into consideration the interests of general public.
- ✓ We encourage employees to adopt **'Customer First'** thinking and to focus on the needs of the customer, rather than looking inwards at ourselves.
- ✓ We adopt **'Execution Excellence'** by proactively managing quality through planning, learning, understanding and accountability.
- ✓ We strive continuously to **'Improve Health and Safety performance'** through risk management and learning from each other to prevent work-related accidents, ill health and other incidents by developing and implementing improved working practices, which enhance our employees' Health and Safety.
- ✓ We use **'Superior Technology'** in our manufacturing processes, which means, consistent quality, energy efficient processes and reduced waste, emissions, thus minimizing our environmental impact.
- ✓ We consider **'Human Resource Development'** seriously by ensuring that our employee's skills and competencies are continuously reviewed and they receive relevant trainings in order to participate in achieving this, Policy.
- ✓ We ensure to implement, maintain and continuously improve **'HSE & Quality Management System'** to meet all the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards.
- ✓ We **'Actively Communicate'** this Policy and HSEQ objectives to all employees and ensure they are fully aware, trained and involved in the HSEQ management and review processes.
- ✓ We continue to evolve by focusing on **'Research & Develop'** of new products and adding value to our existing products and services to meet our ever-expanding Customer expectations.



Peter Henderson
CEO / President



Dated: 1-June-2022