

FAIR EMPLOYMENT POLICY

We at AMMAN believe that people are our most valuable assets. Creating working conditions that allow them to thrive adds value and competitiveness to our operations. We achieve such working conditions by ensuring decent work is accessible to people working for our operations, our subsidiaries, business partners, and throughout our supply chain.

AMMAN is committed to providing decent work as defined by the International Labour Organization (ILO): productive and meaningful work for women and men in conditions of freedom, equity, security, human dignity and fair compensation. We support the ILO's Declaration on Fundamental Principles and Rights at Work, and the position that respect for workers' rights and compliance with labour standards are the foundation of decent work.

Our commitment to providing decent work means supporting the following principles:

- **Anti-Discrimination:** We strive to prevent all forms of harassment and discrimination in the workplace due to an individual's gender, race, religion, sexual orientation, disability, ethnicity, or other characteristics irrelevant to their performance at work.
- **Fair Remuneration:** We pay wages that are equal to or exceed the minimum wage that prevails in the regions where we operate.
- **Fair Working Hours:** We ensure that employees' regular and overtime working hours comply with the law, overtime is voluntary, and employees have a right to annual leave.
- **Freedom of Association:** We respect employees' right to freedom of association and to participate in collective bargaining processes in good faith, in order to resolve issues in a constructive manner.
- **Gender Equality:** We promote access to equal rewards and appreciation, resources and opportunities regardless of gender.
- **Occupational Health and Safety:** We ensure our operation aligns with an internationally recognized occupational health and safety framework.

In addition, we denounce child labour, forced labour and human trafficking in our operations and subsidiaries, those of our business partners, and throughout our supply chain.

We regularly monitor our compliance against these commitments and expect our business partners and key suppliers to do the same. We establish grievance mechanisms for our employees, business partners, the public, and other stakeholders to provide effective, timely and anonymous access to remedy for any adverse impacts related to failing to provide decent work.

These commitments are consistent with AMMAN's Vision, Mission, and Core Values, are approved by company directors, and are promoted and championed by senior management.

Alexander Ramlie, President Director

