

SPEAK-UP POLICY

Policy Statement

Al Naghi Company is committed to the highest standards of transparency, accountability and ethical business practice by developing such policy for the protection of its employees in providing feedback of misconduct or business improvement without any fear of reprisal. The Company upholds its standards and encourages all employees and stakeholders with considerable matters to escalate amongst what were listed to speak up and report to the appropriate channel without the fear of retaliation or unfair treatment. The Company is committed to investigate promptly any reported misconduct and to protect those who come forward to report such activities. The Company further assures that all reports shall be treated in strict confidentiality. This policy is intended to investigate and take appropriate action against any reported misconduct or concern.

This Policy covers the following misconducts but not limited to;

1. All forms of financial malpractices or impropriety such as fraud, corruption, bribery, solicitation, theft;
2. Failure to comply with legal obligations and regulatory directives;
3. Actions detrimental to Health and Safety or the Environment;
4. Any form of security and criminal activity;
5. Terrorism and economic sabotage;
6. Improper conduct or unethical behavior; that undermines universal and core ethical values such as integrity, respect, honesty, accountability and fairness;
7. Other forms of corporate governance breaches; See Disciplinary Matrix
8. Connected transactions not disclosed or reported in line with regulations;
9. Non-disclosure of conflict of interest;
10. Sexual or physical abuse of any staff, customer, applicant, service provider and other relevant stakeholders;
11. Any matter considered to be against expected proper behavior or ethical standards of being a professional;
12. Attempt to conceal any of the above listed acts; and;
13. Non-adherence to the Company's policies and procedures.

This policy also encourages feedback of the Company's current culture practices which will help us to improve and develop a much more holistic strategy in optimizing business without underpinning the core business philosophies of the Company.

As such, the policy encourages stakeholders to speak up on:

1. The Company's business model and associated job-security concerns;
2. Efficiency on service delivery;
3. Quality of services and products and their general alignment to the organization's overall objectives;
4. Proposals on New/underserved market segments;
5. Contribution(s) to the Company's management structures;

