

Policy Statement - Social Compliance and Business Integrity

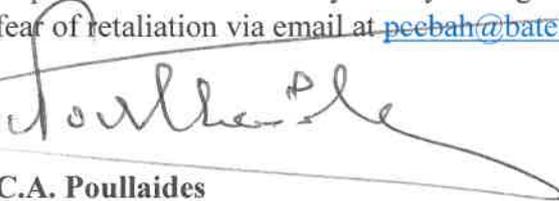
At Poullaides Construction Co. W.L.L, we are fully committed to conducting our operations with integrity, fairness, and in full compliance with all applicable legal, social, and ethical standards. Our comprehensive Social Compliance Policy reflects our unwavering dedication to upholding human rights, labour rights, and business integrity practices throughout our organisation and supply chain.

Our Commitment Includes:

- **Anti-Bribery and Corruption:** We have zero tolerance for bribery or any form of corrupt practices. All employees, suppliers, and business partners are expected to operate transparently, honestly, and in accordance with anti-corruption laws and internal ethical guidelines.
- **Ethical Business Practices:** We are committed to maintaining the highest standards of professional and ethical conduct. All business activities must be carried out in a manner that ensures integrity, fairness, and accountability.
- **Prohibition of Child Labour:** We strictly prohibit the employment of individuals below the legal minimum working age in any part of our operations. We verify age documentation to ensure full compliance with child labour laws.
- **Non-Discrimination:** Poullaides Construction Co. W.L.L does not tolerate discrimination of any kind. We are committed to providing a work environment free of discrimination based on race, gender, age, nationality, religion, disability, sexual orientation, or any other protected status.
- **Social Compliance and Accountability:** We maintain policies and procedures that ensure adherence to local labour laws, international standards, and client requirements. We hold ourselves accountable through regular internal audits and reviews.
- **Protection and Support for Migrant Workers:** We uphold the rights and dignity of migrant workers. All workers, regardless of their origin, are treated fairly and provided with equal access to employment terms, safe working conditions, and grievance mechanisms.

Reporting Misconduct:

To uphold the integrity of our operations, we encourage all employees, contractors, and stakeholders to report any suspected misconduct, unethical behaviour, or policy violations. Reports can be made anonymously through designated confidential reporting channels without fear of retaliation via email at peebah@batelco.com.bh


C.A. Poullaides
Managing Director
Poullaides Construction Co. W.L.L