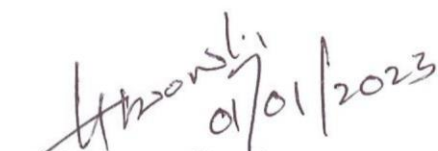


AL-ITTEFAQ STEEL Products Company strives to achieve Excellency in steel production in the most sustainable manner. We want to contribute towards a diverse and stable local economy. Our approach to business is guided by commitments to the following sustainability principles: Leadership, Inclusivity, Transparency, Integrity, Stewardship and Continual Improvement. It is our utmost priority to emphasize on the Environmental, Social and Economical impact of our business and this policy reflects our commitment towards sustainability.

Our commitment towards sustainability is achieved by:

- **Ensuring a Healthy and Safe Environment**
 - Identifying and evaluating all hazards and aiming to reduce all occupational health and safety injuries.
 - Promoting employee awareness on Occupational Health and Safety through trainings, suggestions etc.
 - Prioritizing employee wellbeing and mental health
- **Ensuring environmental and Socio-Economic Protection**
 - Committing to measure our operational impact through Environmental, Health and Safety Performance data, employee engagement surveys, customer satisfaction feedback etc.
 - Managing our operations to have no adverse effect on the biodiversity and Eco toxicity of the area.
 - Monitoring and minimizing our transport impacts.
 - Efficient use of all our resources.
- **Adding value for Stakeholder**
 - Improve resource efficiency, sustainable consumption and production through the whole supply chain. Encourage ideas and innovation in our supply chain to benefit our customers, environment, community etc. and creating financial savings to the company.
- **Promoting Sustainability Awareness**
 - Provide training to the employees to help develop their skills and mindset in regard to sustainability in the work field.
 - Engaging with stakeholders on sustainability principles.
- **Adhering to Federal and Regularity Compliance**
 - Conducting activities by using resources in sustainable manner and by complying with all applicable federal, national and local legislative requirements.
- **Promoting Ethical Business Practices**
 - Achieve sustainable profitable growth while satisfying our ethical, legal and contractual obligations.
 - Offer career development and supporting our teams to be engaged, motivated and competent; thus, working together in achieving sustainable success in our company.
 - Implementing a system to avoid bribery and corruption & violation of human rights.
 - Discouraging slave and child labor.
 - Ensuring fair wage policy as per applicable business practices.
- **Due Diligence**
 - Conduct rigorous audits, third party evaluation, and self-assessments of implementation of this policy for continues improvement.
- **Communicating our Policies**
 - Committed to communicate the policy with all stakeholders through appropriate platforms.


Hakeem Dowla
GM QA


Sharjeel Azhar
CEO