

C.A.T. Group Worker Welfare Policy

C.A.T. strongly believes in the worker welfare and confirms its commitment to the contractual national and migrant Worker Welfare, Human Rights, Regulations, and Laws including those related to HSSE, in all C.A.T. Areas of Operation, with a main focus on supporting and protecting the Health, Safety, Welfare, Security, and Dignity of each worker on its projects. For that purpose, C.A.T. has developed Employment Policies and Procedures that are continuously monitored, reviewed, and regularly evaluated during the project and C.A.T. Management Review Meetings.

In order to achieve the objectives of the Worker Welfare Policy, C.A.T. has adopted the below Employment Practices:

- a- All workers, irrespective of their nationality, gender, ethnicity, social status, race, or religion are treated fairly with regard to recruitment, employment, and fair practices.
- b- Wage payments are consistent with applicable law.
- c- The use of misleading or fraudulent practices during recruitment of employees is not tolerated and charging recruitment fees to the employee is prohibited.
- d- Forced, compulsory, or any labor trafficking practices or any other violations of human and labor rights in accordance with local, national, and international standards are not tolerated.
- e- Child labor is not allowed.
- f- All workers have access to personal documentation and passports.
- g- Employer – Employee relationship is governed by the Employment Contract and in accordance with Applicable Contractual and Labor laws.
- h- Migrant workers shall be offered suitable accommodation, transport, recreational, medical, social, and catering as per the Employment Contract and in strict compliance with the relevant Regulations.
- i- A clean, secure, safe, and healthy working and living Environment is provided.
- j- All workers have freedom of movement outside working hours in the absence of any health or security issues that might threaten their well-being.
- k- A process through the C.A.T. Group of Companies' Code of Conduct is available for employees and workers to report without fear of retaliation, any activity inconsistent with the Worker Welfare Standards.
- l- A Worker's Welfare Committee shall be formed between C.A.T. Project Administration and elected workers representatives to monitor the implementation of the Worker Welfare Policy, resolve grievances, and provide recommendations where required.
- m- Recruitment of migrant workers shall be done either through placement agencies in the migrant country or by C.A.T. overseas direct recruitment campaigns.
- n- The C.A.T. Area/Project Administration is the sole entity in charge of monitoring the proper implementation of the Worker Welfare Policy and Employment Practices.

Christopher Bush



Chief Executive Officer