

Global Citizenship Policy

Al Sharqi Shipping Co LLC

Introduction

At Al Sharqi Shipping Co. LLC, we are driven by a mission to lead with integrity, uphold ethical practices, and contribute meaningfully to the well-being of our communities, our environment, and the UAE economy. Our Global Citizenship Policy is not only a reflection of our legal and regulatory obligations but also a commitment to our core values, ensuring that every decision and action we take is aligned with the highest standards of corporate responsibility.

Core Values and Mission

Constant Care: We prioritize every detail with thoughtful attention, ensuring that our operations, our people, and our community receive the highest level of care.

Growth is a Sum of Us: We believe in the power of collaboration and collective growth. Every individual within our organization contributes to the success we experience as a company.

Lead with a HEART: Our approach to leadership is guided by our values of Honesty, Empathy, Accountability, Respect, and Transparency. We aim to lead by example and inspire others to do the same.

Ethics + Uprightness: Ethical business conduct is the foundation of our company. We are unwavering in our commitment to doing what is right, even when it is not the easiest path.

Our Name is Legacy: The legacy of Al Sharqi Shipping Co. LLC is built on years of trust, excellence, and unwavering service. We are committed to continuing this legacy for generations to come.

Our OCD is Our Mojo: Our attention to detail is more than just a characteristic—it's our essence. It's what drives us to be better every day, ensuring that we always deliver excellence.

Our Commitment to Global Citizenship

Environmental Sustainability

We recognize the importance of environmental stewardship, and it's ingrained in everything we do. Our goals include:

Reducing Carbon Footprint: We are committed to minimizing our environmental impact by adopting sustainable practices, such as reducing emissions, optimizing energy consumption, and utilizing efficient technologies for transportation and logistics. We align with best practices as outlined by the UAE Ministry of Climate Change and Environment.

Waste Management: We are dedicated to reducing waste across all our operations, implementing strategies to recycle and repurpose materials wherever possible. Our goal is to incrementally reduce waste sent to landfills through continuous operational improvements.

Promoting Sustainable Logistics: From eco-friendly packaging to practical fuel-efficient solutions, we invest in systems that ensure our logistics operations contribute positively to the environment, guided by UAE regulatory expectations.

Social Responsibility

We view our business as a force for good and are committed to making a positive impact in the communities we serve. Our social initiatives include:

Community Engagement: We take pride in supporting local communities by contributing to causes that foster social well-being, education, and health. In the coming year, we aim to contribute meaningful contributions based on our operational capacity to social initiatives.

Workforce Diversity: Embracing diversity in the workplace is essential. We are committed to providing equal opportunities for all employees, ensuring that everyone, regardless of background, has the chance to thrive and grow within our company. We aim for progressive inclusion and leadership opportunities for women over time.

Employee Welfare: The safety, health, and well-being of our employees are paramount. We create an environment where everyone feels valued and supported, encouraging work-life balance and professional development. We offer annual wellness programs and mental health support for employees.

Ethical Governance

Strong, ethical governance practices guide our operations and interactions. We hold ourselves to the highest standards of accountability, ensuring that:

Anti-Corruption and Transparency: We uphold strict policies to prevent corruption, bribery, and unethical conduct. We enforce transparency in our dealings with stakeholders, partners, and customers, adhering to UAE laws including Federal Decree-Law No. 20 of 2018 on Anti-Money Laundering. Our whistleblower hotline ensures that employees can report unethical behavior confidentially.

Ethical Business Practices: Our commitment to doing business ethically extends beyond compliance. We integrate ethical decision-making into our day-to-day operations, ensuring that our actions align with the values of fairness, honesty, and integrity.

Compliance with UAE Laws and Regulations

As a responsible corporate entity, Al Sharqi Shipping Co. LLC is committed to full compliance with all UAE laws and regulations, including but not limited to:

- **UAE Federal Law No. 2 of 2015 on Commercial Companies:** Regulating the corporate structure and management.
- **UAE Federal Decree-Law No. 33 of 2021 (Labour Law):** Safeguarding employee rights and labor standards.
- **Environmental Laws:** Adhering to national regulations that govern emissions, waste, and pollution. We also comply with national environmental performance measures and align with ISO 14001 environmental management principles.
- **Anti-Money Laundering and Counter-Terrorism Financing Laws:** Ensuring full adherence to UAE laws designed to prevent financial crimes and promote transparency.

Global Compliance: In addition to UAE laws, we comply with applicable international standards such as the **UAE Personal Data Protection Law (Federal Decree-Law No. 45 of 2021)** and **IMO (International Maritime Organization)** regulations governing logistics operations.

Our Commitment to Continuous Improvement

We understand that corporate citizenship is an ongoing journey, and as such, we continuously evaluate and improve our practices. Al Sharqi Shipping Co. LLC is dedicated to:

Monitoring and Reporting: Regularly assessing our performance in the areas of sustainability, social responsibility, and governance, and providing clear, transparent reporting to our stakeholders. We follow the basic principles of sustainability reporting and apply internally guided ethical performance standards.

Employee Training and Development: Investing in the ongoing education and development of our team to ensure that they are equipped with the knowledge and skills to drive our mission forward. All employees undergo annual compliance and ethics training and receive certifications in anti-corruption and environmental management.

Stakeholder Engagement: Actively engaging with stakeholders, including employees, customers, and local communities, to identify opportunities for collaboration and growth that align with our corporate citizenship goals.

Internal Evaluations: We engage in internal evaluations to periodically assess our practices and ensure alignment with our values and UAE regulations.

Conclusion

At Al Sharqi Shipping Co. LLC, our Global Citizenship Policy is more than a set of guidelines; it is a reflection of who we are and the values we hold dear. By aligning our actions with our core values of constant care, ethical governance, and environmental sustainability, we strive to make a positive impact on our employees, customers, communities, and the world at large. Through our ongoing commitment to these principles, we aim to lead by example and inspire others in the logistics industry to embrace a more responsible and sustainable future.

Contact Us Regarding This Policy

If you have any questions, concerns, or wish to report an issue related to this policy, please contact:

CSR Manager and HR Manager

- **Email:** globalcitizenship@alsharqi.co
- **Phone:** +971 50 454 357
- **Postal Address:** Al Safa C Bldg - Office 202 - 151 Khalid Bin Al Waleed Rd - Umm Hurair 1 - Dubai

All communications will be handled with the utmost confidentiality and in accordance with applicable laws and internal procedures. We are committed to addressing your inquiries promptly and with due diligence.

This Global Citizenship Policy is effective as of December 1st, 2024.