



Corporate Social Responsibility (CSR) Policy

Al Jaber Energy Services seeks to understand the socio-economic impact of our business activities in order to build positive and sustainable outcomes for the communities in which we work. We aim to establish long term relationships with our Employees, Sub-contractors, Suppliers, Clients and other stakeholders that deliver mutual positive benefits based on trust, respect and sound business ethics.

Objectives:

- Respect the culture of the communities in which we work and encourage community participation in our business activities through local and regional employment and supply chain opportunities
- Be aware of and address in a positive, collaborative manner any social impact of our business activities
- Adhere to strict environmental guidelines and policies in order to minimize the impact of our business activities on local, regional and global communities
- Establish health and safety targets related to our business activities that exceed or as a minimum meet the expectations of the community at large
- Provide a harmonious work environment for our workforce free from discrimination, harassment, bullying and corrupt business practices
- Encourage both corporate and individual involvement in local and regional charities, healthcare, sports, music, the arts and education in ways that foster positive effects and opportunities for improvement for our neighbors and community partners

Implementation:

- Responsibility for the application of this Policy resides with AJES Management, all AJES Employees, Sub-contractors, Suppliers and Joint-Venture Partners engaged in our business activities
- Responsibility for the promotion of this Policy resides within the AJES Management Team
- Our Executive & Managing Director shall be accountable to the Board of Directors for ultimately ensuring this Policy is effectively implemented

This policy will be reviewed periodically to ensure it remains relevant & appropriate.

Ron Metcalf
Executive & Managing Director
Date: 25 July 2017