

CORPORATE SOCIAL RESPONSIBILITY POLICY

At **Marsol Worldwide Limited** we define corporate social responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of the people;
- Supporting human rights ;and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

In alignment with our Statement on Business Conduct, **Marsol Worldwide Limited** will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with MWL stakeholders best interests. MWL is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders. This Policy applies to activities undertaken by or on behalf of **Marsol Worldwide Limited**.

All MWL employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. MWL leaders will act as role models by incorporating those considerations into decision-making in all business activities. MWL's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor and manage Corporate Social responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Human Rights

MWL recognizes that governments have the primary responsibility to promote and protect human rights. MWL will work with governments and agencies to support and respect human rights within our sphere of influence.

MWL will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. MWL will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Employee Relations

MWL will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

MWL will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. MWL is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Business Ethics and Transparency

MWL is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. MWL will conduct its business in an open, honest, and ethical manner.

MWL recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

MWL will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. MWL is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.



Amer Abuobead
CEO

Initial Date: 01st August 2020

Last Review Dated: 01st September 2020

Current Review Date: 01st October 2020
Rev 0