



FAIRNESS & INTEGRITY

At QChem, we uphold high ethical standards in all business dealings. We require our suppliers and subcontractors to comply with local laws and regulations, reject corruption, bribery, or fraud, maintain high ethical standards, and safeguard QChem assets. This entails identifying and addressing conflicts of interest, adhering to legal boundaries, and reporting irregularities promptly.

The company upholds a strict zero tolerance policy towards bribery and corruption. Suppliers must not, directly or indirectly offer, give, solicit or accept any form of bribe, kickback or improper payment, whether in cash or in kind, to or from any individual, organization, government official or Company employee in connection with the Company's business. This includes any attempts to improperly influence decisions, gain the business advantages or secure favorable treatment. All suppliers are required to comply with the applicable laws of the state of Qatar as well as international anti-corruption standards. Suppliers must implement and maintain effective procedures to prevent any corrupt activities within their operations and supply chains.

WORKING WITH US

At QChem we are committed to becoming a leading petrochemical company recognized for ethical leadership, sustainable business practices, and operational excellence. This Supplier Code of Conduct outlines our standards of behavior and expectations for our valued business partners within our supply chain. By adhering to these principles, we aim to ensure alignment with our standards of conduct and uphold our values.



WORKPLACE SAFETY

Ensuring the health, security, and safety of individuals is paramount in all our business endeavors. We expect everyone in our supply chain to prioritize safety, aiming for zero accidents and maintaining a culture of safety awareness. Key expectations include compliance with health, safety, and security legislation, fostering a safety-first culture, and safeguarding the well-being of all individuals associated with Qchem.

SUPPLIER CODE OF CONDUCT



UPHOLDING HUMAN RIGHTS

Respecting human rights is fundamental at QChem. We require our suppliers to treat all individuals, including employees, with fairness and dignity. This includes operating in a discrimination free environment, ensuring fair employment practices, and prohibiting child and forced labor. Suppliers must provide channels for workers to raise grievances without fear of retaliation and engage respectfully with local communities.



ENVIRONMENT

Respecting and safeguarding the environment are core principles of our business. We expect our suppliers to comply with environmental laws and regulations, take measures to protect biodiversity, prevent pollution, and continuously improve environmental management systems. Suppliers must develop comprehensive response plans for environmental incidents and prioritize environmental protection in all operations.



PROMOTION OF LOCAL ECONOMIC AND SOCIAL DEVELOPMENT

Aligned with the Qatar National Vision 2030, suppliers are encouraged to contribute to local economic and social development. This includes:

- Registering your business with Tawteen and informing local suppliers and subcontractors of associated opportunities.
- Assessing tender documents to accommodate bids from local businesses and encouraging their participation.
- Establishing feedback mechanisms, including a confidential reporting line, to address the concerns of individuals and communities respectfully.
- Engaging with local communities transparently, honestly, and supporting initiatives that enhance social wellbeing and economic development in communities.

Suppliers are urged to collaborate within our supply chain to achieve business success while generating value for stakeholders, local communities, and future generations.

PERSONAL RESPONSIBILITY

Compliance with this Supplier Code of Conduct is mandatory for conducting business with QChem. Suppliers must commit to our principles of conduct, ensure personnel are familiar with and adopt the Code of Conduct and manage risks proactively while reporting transparently.

QCHEM VALUES ITS SUPPLIERS AS PARTNERS IN ACHIEVING OUR MISSION AND VISION. WE BELIEVE THAT BY UPHOLDING THESE PRINCIPLES OF BEHAVIOR, WE CAN WORK TOGETHER TO CREATE A SUSTAINABLE AND ETHICAL SUPPLY CHAIN THAT BENEFITS ALL STAKEHOLDERS.

FOR REFERENCE

Our reference documents are publicly available on our website (www.qchem.com.qa).