

Human Rights Policy

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Purpose and Scope

Quantech Solutions Company is dedicated to respecting and promoting human rights in all aspects of our operations. This Human Rights Policy affirms our commitment to uphold the dignity, fundamental freedoms, and rights of all individuals affected by our business – including our employees, contracted workforce, suppliers, clients, and the communities in which we operate. The policy is guided by internationally recognized human rights principles as well as the labor laws of the Kingdom of Saudi Arabia. In particular, it is informed by the **International Bill of Human Rights** (the Universal Declaration of Human Rights and related covenants) and the **International Labour Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work**, which covers core labor standards. Quantech Solutions Company also embraces the **United Nations Guiding Principles on Business and Human Rights**, recognizing that businesses have a responsibility to **avoid infringing on the human rights of others and to address adverse impacts** that may arise from their activities.

Scope: This policy applies globally to Quantech Solutions’ entire value chain. It covers all employees and workers under Quantech’s direct employment, including full-time, part-time, and temporary staff, across all divisions (manpower supply, equipment rentals, civil services, and IT solutions). It also extends to our subcontractors, suppliers, and business partners: we expect anyone who provides goods or services to Quantech, or acts on our behalf, to uphold these same human rights standards. We are committed to working only with third parties that share our respect for human rights, and we will use our influence to encourage and, where necessary, require improvements from partners who do not meet these standards.

The purpose of this Human Rights Policy is to ensure that Quantech Solutions: (a) does not participate in or benefit from any human rights abuses, (b) proactively identifies and mitigates human rights risks in our operations and industries, and (c) positively contributes to the advancement of human rights wherever we operate. This includes compliance with all relevant provisions of Saudi labor law (which itself incorporates protections for workers’ rights and

reflects international labor standards) as well as adherence to higher international benchmarks where local laws may be less stringent. We recognize that respecting human rights is not only a legal and moral obligation – it also strengthens our business by fostering trust, enhancing our reputation, and improving workforce morale and productivity.

Management at all levels is responsible for implementing this policy, and every employee and contractor is expected to understand and follow it. We will regularly communicate and reinforce these commitments to ensure a shared understanding that human rights are everyone's responsibility at Quantech Solutions Company.



Our Commitments to Human Rights

Quantech Solutions Company commits to the following key human rights principles and practices, which align with both Saudi regulations and international standards:

- **Non-Discrimination and Equal Opportunity:** We are committed to providing a work environment free from discrimination. All employment-related decisions – including hiring, compensation, promotion, and termination – are based on merit, qualifications, and business needs, **without regard to race, color, religion, gender, national origin, age, disability, or any other status.** Saudi labor law and company policy require that workers be treated fairly and equitably, with no unjust distinctions. We also embrace diversity and inclusion, ensuring that local Saudi employees and expatriates alike have equal opportunities and are respected in the workplace. Harassment, hate speech, or abusive behavior that demeans someone's identity or beliefs has no place in our company.
- **No Forced or Compulsory Labor:** Quantech Solutions Company prohibits all forms of forced labor, bonded labor, and human trafficking in our operations and supply chain. Employment with our company (including via our manpower supply division) is voluntary – workers are free to leave or terminate their employment after reasonable notice. We will never knowingly use deception or coercion to retain labor. In accordance with Saudi law, an employer must not exploit workers or use them without due compensation. Practices such as confiscating employees' passports or work permits, charging recruitment fees to workers, or coercing workers to remain (for example, through debt bondage) are strictly forbidden. We ensure that all workers' wages are paid regularly and not withheld illegally, and that any overtime is consensual and compensated. Our commitment aligns with ILO conventions on the elimination of forced or compulsory labor. We expect our suppliers and contractors likewise to ensure that all work is freely chosen and to implement controls to prevent forced labor and trafficking.

- **No Child Labor:** We do not employ individuals below the legal minimum working age. In Saudi Arabia, the Labor Law generally prohibits employing any person under 15 years of age (with limited exceptions for training or apprentice programs under strict conditions). Quantech Solutions Company adheres to this standard and the international principle that the **minimum age for work** should not jeopardize minors' education, health, or safety. We require proof of age during hiring. Any internships or vocational training opportunities for young people will be carried out in line with legal requirements and with a primary emphasis on education. We also expect our suppliers and service providers to prevent child labor in their operations. If we were to find any instance of child labor linked to our business, we are committed to taking swift remedial action in the best interest of the child, in consultation with relevant authorities.
- **Fair Wages, Working Hours, and Benefits:** Quantech Solutions Company compensates employees competitively and at least in accordance with **minimum wage** standards (as applicable) and collective agreements. We ensure wages are paid on time, as delays in payment violate workers' rights and Saudi regulations – the Ministry of Human Resources & Social Development monitors wage payments to prevent delays. All overtime work, if needed, is voluntary and paid at the legally required premium rate. We comply with Saudi labor laws on working hours, rest days, and holidays (e.g., generally not exceeding 8 hours per day or 48 hours per week under normal conditions, and providing at least one day off in seven). Employees are entitled to all mandated benefits such as annual leave, sick leave, and end-of-service benefits, and we honor these entitlements fully. We also strive to provide wages that meet employees' basic needs and consider living standards, consistent with the concept of a decent living wage, wherever we operate.
- **Safe and Healthy Workplace:** The safety of our employees and contractors is of paramount importance. We provide a work environment that meets or exceeds applicable health and safety laws and regulations. Saudi law requires employers to take

necessary precautions to protect workers against hazards and occupational diseases and to ensure workplace safety. Accordingly, Quantech Solutions Company maintains robust occupational health and safety (OHS) programs: we identify and mitigate workplace risks, provide appropriate safety training and personal protective equipment, and strive for continuous improvement toward zero accidents. This commitment is especially crucial in our **civil services and equipment rental** operations, where physical and mechanical hazards may be present – we enforce strict safety protocols on job sites and for the operation of machinery. Employees have the right to refuse unsafe work without fear of reprisal. We also promote health and well-being by providing medical coverage and ensuring work environments (including worker accommodations, where provided for manpower supply staff) meet sanitation and safety standards. All workers are expected to follow safety rules and report any hazards or injuries immediately.

- **Freedom of Association and Collective Bargaining:** We respect our employees' rights to freedom of association and collective bargaining, consistent with local laws. We understand that under Saudi law, formal trade unions and collective bargaining may be restricted; however, we support alternative means of worker representation and dialogue. We encourage open communication and have established processes for employees to voice concerns, make suggestions, and engage in discussions with management about workplace issues. For example, employees may form worker committees or select representatives as permitted by law to liaise with management. We do not discriminate or retaliate against anyone for raising work-related issues or participating in such forums. In all countries where we operate, we will respect employees' rights to organize or not organize, and to bargain collectively, in accordance with national legislation. Our aim is to maintain a collaborative relationship with our workforce and to address concerns in good faith through consultation.
- **Protection from Harassment and Abuse:** Every employee has the right to be treated with respect. Quantech Solutions Company will not tolerate physical abuse, verbal

abuse, psychological harassment, sexual harassment, or any form of coercion or intimidation in the workplace. Managers and supervisors must not abuse their power or engage in any form of degrading treatment toward workers – *non-abuse of power* is a key ethical pillar we uphold. Employees are expected to treat one another professionally. Any allegations of harassment or abuse will be taken seriously and investigated, with appropriate disciplinary action for those responsible. We also take measures to prevent harassment by third parties (clients, suppliers, or others) that our employees may interact with. This commitment reflects our belief in the fundamental right of every person to dignity and security of person.

- **Privacy and Data Rights:** We respect the privacy rights of our employees and stakeholders. Personal data is collected and processed only for legitimate business purposes and in accordance with privacy laws. We safeguard personal information of employees, customers, and business partners, and implement security measures to prevent unauthorized access or disclosure. Employees have the right to access and correct their own personal information as permitted by law. Additionally, workers' communications and personal activities are not unreasonably interfered with; any monitoring (for instance, of IT systems) is done for legitimate reasons and with transparency. In our IT solutions division, we pay special attention to client data protection and cyber-security, recognizing the rights of individuals to privacy of their data.
- **Community and Environmental Responsibility:** We recognize that our responsibility to respect human rights extends to the communities and environment surrounding our operations. We strive to minimize any negative impact on local communities. This includes ensuring that any land acquisition or use for our projects is done lawfully, with respect for community rights and without involuntary displacement. We seek to engage with local communities and listen to any concerns. We also are committed to environmental stewardship – a healthy environment is increasingly recognized as linked

to human rights (such as the right to health). Through compliance with environmental regulations and proactive measures to reduce pollution, waste, and resource use, we contribute to the protection of community health and well-being. In summary, Quantech Solutions Company endeavors to be a good corporate citizen, contributing positively to society and supporting the realization of human rights beyond the confines of our own workforce – for example, by supporting community initiatives, education, or workforce development in line with Saudi Vision 2030's goals for social development.

These commitments represent the minimum standards. Where local laws or customs are more permissive than our policy (for example, if a local law allowed something that international standards forbid), we will adhere to the higher standard that best protects human rights. Conversely, if local law is stricter than our policy, we will, of course, follow local law. In situations where there is a conflict between internationally recognized human rights and local legal requirements, Quantech Solutions Company will seek ways to honor the principles of international human rights to the greatest extent possible. We also expect employees at all levels to understand that they have an active role in upholding these principles – human rights are not just abstract ideas, but concrete practices like paying proper wages, treating coworkers and community members with respect, and being vigilant against abuses.

Enforcement and Accountability

Quantech Solutions Company takes the enforcement of this Human Rights Policy very seriously. We believe that policies must be translated into action and that there must be accountability for upholding human rights standards.

Integration into Operations: We embed human rights considerations into our business processes. This includes conducting human rights due diligence – assessing potential human rights risks in our operations and supply chain, and taking steps to prevent or mitigate them. For example, before entering a new market or starting a major project (such as a civil construction project), we will evaluate risks such as labor conditions, worker safety, or

community impacts. Our procurement and contracting practices include evaluating suppliers and labor agents for their labor practices and requiring contractual commitments to our human rights standards.

Accountability for Employees: All Quantech Solutions Company employees and managers are responsible for complying with this policy. Violations of human rights standards by our employees (for instance, a manager found to be using forced labor or a supervisor engaging in harassment or discrimination) are considered serious misconduct. Such violations will result in disciplinary action, up to and including termination of employment. This is in line with our Enforcement provisions in the Ethics Policy and Saudi labor regulations which allow dismissal for serious violations such as abuse of workers or misconduct. We will ensure a fair investigative process before any disciplinary measure, as per our company procedures and local laws. Importantly, performance evaluations of managers may include their adherence to ethical and human rights practices – leadership is expected to model our commitments.

Accountability for Business Partners: We also hold our business partners to high standards. If a supplier, contractor, or client (in the case of manpower supply, the client company where our employees are placed) is found to be violating human rights – for example, employing underage workers, operating in unsafe conditions, or mistreating workers – Quantech Solutions Company will take appropriate action. This may include engaging with the partner to demand corrective measures within a specific timeframe, providing guidance or support for improvement, or, if necessary, terminating the business relationship. Our contracts typically include clauses requiring compliance with labor laws and human rights principles. We will not remain complicit with partners who persistently refuse to remedy human rights abuses.

Remediation: In the event that Quantech Solutions Company causes or contributes to an adverse human rights impact, we are committed to providing or cooperating in remediation for affected individuals or communities. This means we will take steps to correct the situation and make things right to the extent possible. For example, if it were found that workers were not

paid properly, we would ensure they receive the owed wages; if someone was injured due to a safety lapse on our project, we would support their medical care and appropriate compensation. In line with the UN Guiding Principles on Business and Human Rights, we will establish or participate in legitimate processes to remedy harms. We aim to resolve grievances early and directly, but if needed, we will also cooperate with official legal processes or mediation to address human rights issues.

Monitoring and Auditing: To enforce this policy, Quantech Solutions Company will monitor compliance on an ongoing basis. We may conduct audits of our work sites, supplier facilities, and labor accommodations (especially in the manpower and civil services sectors) to check for issues like safety, worker treatment, and labor documentation. We will track key indicators (such as accident rates, overtime hours, wage payment timelines, diversity metrics) to gauge our performance. Senior management receives reports on human rights compliance as part of our overall compliance program. The company's leadership (e.g., a Human Rights or Ethics Committee) will review these reports and ensure that any identified gaps are addressed.

Governance: Ultimate oversight of this Human Rights Policy rests with our top management and Board of Directors. They will review the effectiveness of our efforts and ensure that adequate resources are allocated for implementation (e.g., staff for compliance, training budgets, etc.). We consider adherence to human rights as integral to our business sustainability and license to operate. Where appropriate, we may also communicate our human rights performance publicly (for instance, in an annual sustainability report or on our website) to maintain transparency and accountability to external stakeholders.

By enforcing this policy diligently, Quantech Solutions Company aims not only to comply with the law but to be a leader in ethical business conduct. We recognize that human rights due diligence and enforcement is an ongoing journey – we will continuously improve our practices and address new challenges as they arise.

Reporting and Grievance Mechanisms

Open channels for reporting concerns are a cornerstone of our human rights commitment.

Quantech Solutions Company provides multiple avenues for employees and external stakeholders to raise questions, report potential violations, or voice grievances related to human rights:

- **Internal Reporting for Employees:** Employees are encouraged to report any situation that they believe violates this Human Rights Policy (such as instances of discrimination, harassment, unsafe conditions, wage issues, or any form of abuse or unethical labor practice). Reports can be made to one's immediate supervisor or manager, to the Human Resources department, or directly to the Compliance/Human Rights Officer. We have also established a confidential reporting hotline/email that employees can use to report issues anonymously if they prefer. These channels are communicated to all staff and are available in multiple languages as needed (considering many manpower supply workers may be non-native English or Arabic speakers).
- **Grievance Mechanisms for Workers:** For our manpower supply workforce (employees seconded to client sites or project sites), we ensure they have access to grievance mechanisms even if they are working off-site. This might include a designated on-site coordinator or HR representative who periodically checks in with them, as well as the ability to contact our central hotline. We also coordinate with clients to ensure any grievances on their sites involving our people are shared with us and handled appropriately. Additionally, any contract workers or temporary workers can utilize our reporting channels just like direct employees.
- **External Stakeholders:** We welcome concerns raised by external parties – such as workers' families, community members, or civil society organizations – regarding our operations. For example, if a community member has a concern about noise or environmental impact from a project, or if a vendor's employee reports unfair

treatment related to our contract, we will receive and consider those complaints. We may provide a public email or web portal for such grievances. Our goal is to be responsive and to address legitimate concerns in a timely and fair manner.

No Retaliation: As with our Ethics Policy, we strictly prohibit retaliation against anyone who reports a human rights-related concern or cooperates in an investigation. Employees who report issues in good faith or participate in grievance processes are protected from any form of punishment, harassment, or adverse employment consequences as a result of speaking up. Retaliation itself is considered a serious violation of our policy. We want all workers to feel safe in using these mechanisms; thus, reports can be kept confidential to the extent possible (we might need to disclose some information to investigate, but we will limit it to those with a need-to-know).

Handling of Complaints: When a report or grievance is received, Quantech Solutions Company will acknowledge it and review the issue promptly. We will assign a qualified person or team (e.g., from HR, Compliance, or an impartial task force depending on the nature of the issue) to investigate the matter. Investigations will be conducted impartially, respecting the rights of all involved. We aim to resolve grievances at the earliest appropriate level – for instance, many workplace disputes or misunderstandings can be resolved through mediation or HR intervention. For more serious allegations (like harassment, abuse, or widespread safety violations), a formal investigation will be conducted, and the findings will be documented.

Where a grievance is verified (meaning we find evidence that a violation occurred), we will take corrective action. This can include disciplinary action against perpetrators (in the case of internal issues), changes in procedures to prevent recurrence, compensation or remedy to affected persons, or other appropriate measures. Even if a grievance is not substantiated, we may still use the feedback to improve (for example, if a complaint reveals ambiguity in a policy or a training gap, we will address that).

We also commit to informing the complainant of the outcome, as appropriate. In doing so, we will be mindful of privacy – e.g., we might not disclose every detail of disciplinary action, but we will let them know that the issue was addressed and resolved or what steps were taken.

Accessibility: We recognize that many of the workers in our industries (especially manpower supply and civil services) may not be familiar with formal grievance processes, or might face language and literacy barriers. Therefore, we strive to make our mechanisms accessible: explaining the process during orientations and trainings, providing materials in relevant languages (for instance, Urdu, Hindi, Filipino, etc., if we have workers from those communities), and possibly allowing verbal reporting if written is not feasible. Supervisors and site managers are trained to listen for and escalate complaints as needed.

In summary, our grievance mechanism is intended to ensure that any human rights concerns can be raised and resolved effectively. It serves as an early warning system and a feedback loop, helping us catch problems and demonstrate to our workers that their voice matters. We believe that an environment where people can speak up without fear is essential to protecting human rights within the company.

Training, Awareness, and Compliance Monitoring

For our Human Rights Policy to be effective, it must be understood and embraced throughout the organization. To that end, Quantech Solutions Company invests in training, communication, and monitoring efforts:

Training and Education: We provide training on human rights and labor standards to our employees, especially those in roles with significant impact on workers or communities (such as HR personnel, project managers, supervisors of manpower teams, procurement staff, etc.). This training covers topics like: recognizing forced labor and human trafficking risks, preventing child labor, promoting diversity and preventing harassment, health and safety responsibilities, and how to handle worker grievances. New employees receive an introduction to our human rights commitments as part of their induction. Field employees (such as those on construction sites or equipment operators) receive practical training in their own language on safety and on their rights (e.g., they must know that they should never pay fees to recruiters, that they can report if their passport is taken, etc.). We also conduct periodic refresher courses and tool-box talks reinforcing key points, such as heat stress prevention for outdoor workers or anti-harassment workshops for office staff.

Awareness and Communication: We actively communicate our Human Rights Policy internally and externally. Within the company, we use posters, newsletters, and team meetings to highlight human rights principles (for instance, displaying a notice of zero tolerance for forced labor and providing the hotline number for reporting). We celebrate relevant observances (like International Human Rights Day, or the UN's World Day for Safety and Health at Work) to reinforce our commitment. Management frequently references our values and human rights standards in their messages. Externally, we may share our Human Rights Policy on our website and include references to it in engagements with clients and partners, signaling that Quantech Solutions Company expects ethical practices. We also communicate to our suppliers the

expectations (for example, through a Supplier Code of Conduct or including key human rights clauses in purchase orders).

Supplier and Partner Engagement: As part of awareness, we might offer guidance or training opportunities to our suppliers, especially smaller labor supply vendors or subcontractors, to help them meet our standards. In industries like manpower supply, we work closely with clients and contractors to ensure that workers we deploy are treated well at the worksite. This could include coordinating on safety briefings, sharing our policies with clients, or participating in joint safety committees.

Monitoring and Auditing: Compliance with this Human Rights Policy is monitored through both internal reviews and, when necessary, external audits. We perform regular checks on key risk areas. For example, our HR department monitors overtime hours and payment records to ensure no excessive working hours and that wages are paid properly. We keep records of workers' ages to ensure no underage workers. We may conduct unannounced visits to worker accommodations or worksites to observe conditions. For supplier factories or sites that are high-risk, we reserve the right to audit them (directly or via third-party auditors) for compliance with labor standards like safety, labor contracts, and worker treatment. Any findings from monitoring are documented and lead to action plans for improvement.

Key Performance Indicators (KPIs): Quantech Solutions Company may track KPIs related to human rights – such as number of safety incidents, employee turnover rates, results of employee satisfaction or engagement surveys (which can highlight issues like perception of fair treatment), number of grievances filed and resolved, etc. These metrics help management gauge the effectiveness of our policy implementation and identify trends. For instance, a rise in grievances in a particular project might indicate a need for management intervention there.

Continuous Improvement: We are committed to continuous improvement in our human rights performance. This policy and our procedures are reviewed at least annually, and whenever there are significant changes in our business or external environment. We stay updated on

evolving best practices in human rights (for example, new guidance from the UN or ILO, or changes in Saudi labor laws such as regulations regarding working conditions) and update our training and policy accordingly. We may also seek feedback from employees or external experts on how to strengthen our approach.

Through training, communication, and diligent monitoring, we aim to create a workplace where respect for human rights is second nature. Every employee should be aware not only of their own rights but also of their responsibility to respect the rights of others. By making human rights an integral part of our corporate culture, Quantech Solutions Company not only safeguards its workforce and reputation but also contributes to the broader goal of sustainable and ethical development in the industries and communities we touch.

