



1. Principle Statement

The Company (hereinafter refers to Qatar Petrochemical Company (QAPCO) Q.P.J.S.C. and the companies operated by QAPCO) is committed to conducting business in compliance with the principles established in its policies, procedures, laws and regulations applicable. It likewise is committed to the highest standard of ethical business conduct and promotes a work environment that fosters mutual respect, openness and integrity. A speaking up culture is important not only because it demonstrates the Company's commitment to ethical business practices but also because it contributes to the organization's success by proactively identifying and addressing concerns.

2. Objective

The objective of this Policy is to encourage the reporting of any witnessed or suspected breaches of the Company policies, procedure. It also outlines how concerns about suspected or actual breaches of the Company policies, procedure can be raised in confidence and without fear of retaliation.

3. Scope

We expect our directors, officers, employees, seconded personnel and consultants (collectively "Employees") and agents, intermediaries and other representatives acting on behalf of the company's (collectively "Agents") to speak up and proactively raise any concerns regarding the company's business practices, including any actual or perceived breaches of the Code.

This policy is similarly open to the company's contractors, suppliers, joint venture partners and other stakeholders (collectively our "Business Partners"). Should any of our Business Partners wish to raise a concern regarding the company business practices, we invite them to do so in accordance with this policy.

4. Policy

We expect that all concerns are reported in a timely manner with as much specific information provided as possible. We encourage those wishing to raise concerns to identify themselves. This allows the company to conduct a more effective and timely investigation.

The company follows up on all reported breaches of the Code in a confidential and professional manner. The identity of anyone who raises a concern will be kept confidential and protected to the maximum extent possible. Disclosure of the identity of such persons will only be disclosed if mandated by law.

The company does not tolerate any act of retaliation, reprisal or victimization against a person who has reported an alleged breach of the Code in good faith, or on the basis of a reasonable belief that



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Speaking Up Policy

Internal

the practice is a possible breach of a law or the company policy or procedure. Such acts may result in disciplinary action, up to and including termination of employment.

5. How to Report

The company has established channels for Employees and others to report breaches of the Policies and procedure using the following options:

- Reaching to Internal Audit Manager through mail, email, phone or in person.

The Speaking Up reporting channels should never be used to report events that present an immediate threat to life or property as they may not receive an immediate response. For emergency situations, appropriate emergency services contact channels should be used.

6. Consequences of Non-Compliance

Employees who do not comply with the requirements of this policy may be considered partners in breach and may face the charge of being an accessory to the breach and hence be subject disciplinary action.

7. Document References

| # | Document ID | Document name | Summary of dependency or use |
|---|-------------|---------------|------------------------------|
| 1 | | | |

8. Revision History

| Rev # | Date | Section No. | Reason for revision / modification |
|-------|------------|-------------|--|
| 01 | 10/02/2021 | All | A new Policy created, to align with QP Policies. |