



شركة الإتحاد الحديد والصلب ذ.م.م
UNION IRON & STEEL CO.L.L.C
MADE IN UAE

Union Iron and Steel

Human Resources

Human Right Policy

Document Ref.

UIS-HRA-POL-02

Rev. No

1

Rev. Date

10-Mar-22

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Purpose :

The ongoing success of UIS is supported by our strong relationships with Internal and External Stakeholders (Customers, employees, suppliers, shareholders, Contractors, and communities). To sustain such relationships, we are committed to operating in accordance with the Human Rights and Sustainability Policy and our Code of Ethics Policy that defines how we abide by these principles and related global standards. We are committed to complying with all applicable national and international laws and regulations related to human rights.

Scope:

This policy applies to all UIS employees, contractors, suppliers, and other business partners involved in our industry operations.

Compliance with Laws and Regulations:

UIS commits to complying with all applicable national and international laws and regulations related to human rights.

Core Human Rights Principle:

- Support and respect the protection of internationally proclaimed human rights.
- Community Engagement is committed to engaging with local communities, understanding their needs, and mitigating any adverse impacts our operations may have on them.
- Labor Rights – UIS ensures fair wages, reasonable working hours, and safe working conditions for all employees in accordance with applicable labour laws and international standards. UIS will ensure support and compensation for work related injuries & illness according to UAE Labour law. UIS is committed to eliminate all forms of forced and compulsory labor. UIS ensure the company is not complicit in human rights abuses.
- Child Labor- prohibits the use of child labour in any stage of its operations and supply chain. Effective abolition of child labour.
- Equal Opportunity -Eliminate discrimination of all forms in employment and occupation. UIS is committed to providing equal opportunities to all individuals, irrespective of race, ethnicity, gender, religion, disability, age, or any other characteristic protected by applicable laws.
- UIS Work against corruption in all its forms, including extortion and bribery.
- Inclusivity and Diversity - UIS celebrate and promote diversity in our workforce and foster an inclusive and supportive work environment. UIS recognizes the value of diverse perspectives in driving innovation and success.



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Responsibility:

Originate	:	Senior HR Operations Manager-Admin & HR
Review	:	All HOD
Approval	:	Chief Executive Officer
Execution, Implementation and Maintenance	:	HOD / Senior Managers / Managers / Supervisory Staff / Human Resources

Abbreviations and Acronyms:

BU	:	Business Unit
UIS	:	Union Iron and Steel LLC
BUH	:	Business Unit Head
HR	:	Human Resources
HOD	:	Head of Department
ER	:	Employee Relations
FM	:	Finance Manager
PM	:	Plant Manager

	Name	Title	Signature
Issued By	Bindu Wahid	Senior HR Operations Manager-Admin & HR	
Approved by	Musa Sourì	Chief Executive Officer	