

Position Statement

Employee Development, Wellbeing and Safety

Objective

solutions by stc ('solutions', 'we', 'our') believes human capital is the backbone of the company and the key for achieving greater achievement and excellence in performance is to develop and enable the human element, while ensuring their wellbeing and safety, at the overall level of the company.

This position statement demonstrates solutions commitment to ensure safe operations, promote well-being of employees and ensure technical / behavioral development of our human capital.

Scope

This Position Statement encompasses all the functional and collaborative domains of solutions. It applies to every aspect of our operations, as well as interaction with suppliers, partners and customers.

Commitments

solutions' is strongly committed to ensure safety and well-being of our employees by providing them proper awareness, tools and resources and allowances, where applicable. The company is committed to assisting employees in identifying current and potential training and development needs. Employees are entitled to benefit from the training that rely on the company's business, operational needs and employee performance development as detailed in People General Management policies manual.

Document Approved by:

Chief People & Corporate Services Officer & Chief Executive Officer