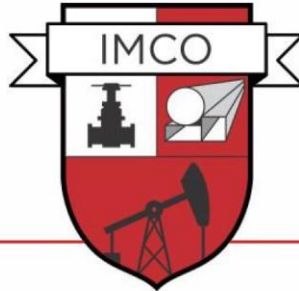


# IMCOPIPES FZ-LLC

www.imcopipes.com



Compass Building, Al Shohada Road  
AL Hamra Industrial Zone  
Ras Al Khaimah, United Arab Emirates

e-mail: sales@imcopipes.com  
Tel: +44 (0) 288 088 4690

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## IMCOPIPES FZ-LLC HUMAN RIGHTS POLICY STATEMENT

Human Rights is an area of growing importance to our employees, workers, shareholders, investors, customers, consumers, the communities where we operate and civil society groups. There is therefore both a business and a moral case for ensuring that human rights are upheld across our operations and our value chain. This Human Rights Statement contains over-arching principles which we embed into our policies and systems.

### Our Policy

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We follow the OECD Guidelines for Multinational Enterprises. We are committed to respecting all internationally recognized human rights as relevant to our operations.

Our principle is that where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

### Our Vision

Our vision is to conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees and that we shall similarly respect the legitimate interests of those with whom we have relationships.

In our business dealings we expect our partners to adhere to business principles consistent with our own. We prohibit discrimination, forced, trafficked and child labour and are committed to safe and healthy working conditions and the dignity of the individual. Also, the right to freedom of association and collective bargaining and effective information and consultation procedures.

Alex Stone  
Managing Director