

Jordan Ahli Bank Supplier's Code of Conduct

Jordan Ahli Bank adheres to a strict policy regarding unethical business conduct, and we expect all our esteemed suppliers to comply with similar standards to what we uphold at Ahli Bank and conduct their business ethically. As one of our suppliers and partners, you are required to adhere to all applicable laws and regulations, as well as the requirements outlined in the Ahli Bank's Supplier Code of Conduct and your contractual obligations towards us.

This code of conduct outlines the sustainability practices for suppliers of the Jordan Ahli Bank and the key principles that govern your business activities as one of our suppliers.

As a supplier to Jordan Ahli Bank, you shall:

1-Human Rights:

- Respect the personal dignity, privacy, and rights of everyone.
- Refuse to make any person work against his or her will; and not use any forced labor.
- Prohibit negative behavior including gestures, language, and physical contact, that is coercive, threatening, abusive or exploitative.

2- Fair Labor Conditions:

- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, or political affiliation
- Empower women in your organization and treat her in fair and supportive manners by giving her equal rights to her peers.
- Not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations.
- Allow all employees the choice to leave their employment freely upon reasonable notice.
- Compensate employees fairly and follow local wage regulations and / or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs.

- Ensure that working hours, including overtime, do not exceed applicable legal requirements.

3. Health and safety management:

- Provide a safe and healthy workplace for your employees and establish appropriate organizational structures and procedures for the effective management of health, safety, and environmental risks.
- Ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures.

4. Business ethics:

- Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including JAB employees), government officials and any other party are in compliance with applicable anti-bribery laws.
- Adhere to anti-trust and other competition laws.
- Disclose to JAB information regarding potential conflicts of interest relating to your activities as a JAB supplier.
- Protect all confidential information provided by JAB and our respective business partners.
- Respect intellectual property of others, including JAB.
- Adhere to international trade regulations and export control regulations.

5. Secure business:

- Implement reasonable measures for minimizing exposure of JAB to security threats such as terrorism, crime, pandemics, and natural disasters; and
- When visiting or working at JAB locations, follow JAB's security procedures and report any security concerns to the appropriate JAB channels.

6. Environmental Standards:

- Suppliers must adhere to local environmental laws, and regulatory environmental requirements encourage the development of a sustainable policy to minimize their operational impact. This includes aspects such as electricity and gas consumption, travel emissions, water usage, hazardous material management, waste, and recycling.
- Suppliers are urged to adopt a proactive stance in supporting environmentally friendly practices, including conservation, recycling, waste management, and the use of eco-friendly technologies.

7. Confidentiality and Information Security:

- Both parties involved in a transaction, whether the supplying company or the representative of the Jordan Ahli Bank Group, must maintain the confidentiality of the deal.
- Disclosure of any information should only occur for security reasons, compliance with local laws, or in response to a judicial request mandating such disclosure.
- Suppliers are required to provide goods and services to the Jordan Ahli Bank Group in a responsible manner.

8. Other:

- In terms of unethical commercial conduct, for instance bribery, corruption and forced labor, JAB has a zero-tolerance policy.
- Suppliers are expected to behave in accordance with the same standards and shall conduct their business in an environmentally sustainable way. and we expect ethical behavior from them.
- Suppliers are required to respect all relevant legislation and regulations, the conditions in this JAB supplier's code of conduct as well as any contract obligations they may have with JAB.
- The fundamental principles underpinning the supplier's business shall be defined by Jordan Ahli Bank supplier's code of conduct.

Inspections and corrective actions:

•To verify your compliance, we reserve the right to audit and inspect your operations and facilities, at our own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to understand that you do not comply with this Jordan Ahli Bank supplier's code of conduct, you shall take necessary corrective actions in a timely manner, as directed by us. If you fail to comply, then we may suspend or terminate your activities as one of our suppliers.