



## Karak International Oil (KIO): Labour and Recruitment Policy

Karak International Oil (KIO) understands that the creation of employment opportunities can have a lasting positive impact on the communities in which we operate. We believe we can make the greatest positive impact by creating jobs, procuring supplies and services, and by training and empowering our workers.

To achieve this goal, KIO will seek to:

- Comply with Jordanian Labour Law and other Ministry of Labour regulations;
- Respect the aspirations of Jordan's National Agenda, National Employment Strategy (2011-2020) and Jordan Poverty Reduction Strategy;
- Provide direct support academic courses, bursaries and vocational training;
- Recruit local workers and encourage the procurement of services and supplies from the Governorates of Karak and Ma'an;
- Ensure that suppliers and workers have access to employment through appropriate advertising and consultation;
- Establish clear rules of procurement and supply chain requirements;
- Offer competitive terms and conditions of employment and promote the development and best use of individual talents;
- Provide safe work places and fair terms and conditions of employment;
- Invest in the training and development of our employees;
- Protect human rights through application of the United Nations Global Compact and International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work;
- Prohibit the use of forced, compulsory or child labour;
- Conduct our business in an honest and ethical manner;
- Respect all individuals regardless of ethnic origin, creed, age or gender and respect their customs and religious observances;
- Provide a worker Grievance Mechanism.

KIO senior management will monitor and review this Policy on a regular basis to ensure that it continues to support and encourage a high standard of social performance on our projects.

Eng. Munther Akroush, Vice – Chairman

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