



## Karak International Oil (KIO): Social and Community Policy

The Directors and staff of Karak International Oil (KIO) recognise that our operations and that of our suppliers and contractors will affect the communities in which we operate. We seek to always make our impact a positive one. We aim to foster constructive working relationships, build alliances, and contribute positively to Jordan's socio-economic development.

To achieve this goal, KIO commits to:

- Engaging with the local community and other key stakeholders on all aspects of the project;
- Providing timely and accurate information on the project and its impacts and opportunities;
- Initiating dialogue and building effective relationships with individuals and groups that may be affected by or interested in KIO projects or operations;
- Incorporating stakeholder and community feedback and recommendations into our operations;
- Providing effective and accessible grievance mechanisms for stakeholders who experience adverse impacts as a result of business activities;
- Providing direct support to local livelihoods through our social investment programme, focusing resources where we can have the greatest impact on issues that affect the long-term value of our assets and local communities;
- Undertaking on-going monitoring and evaluation of social investment programmes;
- Respecting the human rights of individuals and communities in accordance with the United Nations Universal Declaration of Human Rights (UDHR) through the application of the UN Guiding Principles on Business and Human Rights;
- Acting in accordance with the highest standards of honesty, integrity and fairness in our approach to our work;
- Conducting ourselves, both at work and outside of business hours, in a manner consistent with the good reputation of the Company.
- Recognising terrorism-related risks and raising the awareness of personnel together with appropriate risk mitigation approaches, such as: sharing information of suspicious behaviour with the authorities, assisting with the response during an emergency, and building partnership with the public sector.

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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