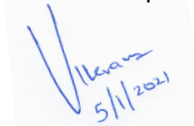


Equal Opportunity Policy

Hasoon United is an Equal Opportunity employer and maintains a work environment in which all employees are treated with respect and dignity. The purpose of this policy is to communicate our company's requirement for all employees to interact in a professional manner and contribute to a work environment that reflects the spirit of equal employment opportunity free from prohibited harassment, discrimination or retaliation.

- We value the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. The basis for recruitment, hiring, compensation and advancement at the Hasoon United is based on qualifications, performance, skills and experience.
- We prohibit the use of all forms of forced labor, indentured labor, bonded labor, modern forms of slavery and any form of human trafficking. We also prohibit hiring of individuals that are under 18 years of age.
- We compensate employees relative to the industry and as per the labor laws of State of Kuwait. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws. We do not exceed maximum hours of work prescribed by law and will appropriately compensate overtime to our employees. Employees are not required to work more than 60 hours per week, including overtime, except in certain business circumstances with their consent.
- Hasoon United will not discriminate in hiring and promotion of employees and employment practices on grounds of race, color, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, pregnancy or disability and create a work environment free of discrimination.
- We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Regards,
Vikram Chopra



Executive Manager