

1- CEO statement of continued support for the Global Compact and its 10 principles.

I am pleased to confirm that Sidra Agriculture Company reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labours, Environment and Anti-Corruption.

In this annual Communication of Progress, we will describe the improvement in the implementation of the ten principals where we can share this information with the stakeholders through the channels of communication.

Sincerely yours,

*Hassan Al Jaajaa
Managing Director*

2- Description of action in each issuing area which are Human Rights, Labour, Environment and Anti-Corruption.

- **Human rights**

We, at Sidra, support the International Standards of Human Rights, we assure that the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

Sidra acknowledges and respects the principles contained in the Universal Declaration of Human Rights. Sidra's Human Rights Policy reflects the Company's commitment to conduct its business in a manner consistent with these principles and to protect human rights within the company's sphere of influence.

In order to fulfill the responsibility to respect human rights, corporations can conduct due diligence to assess the human rights risks that may be associated with their activities, operations and relationships. The scope of human rights due diligence depends on its context and timing, and ensuring respect for human rights is a dynamic activity that moves with time, normative developments, facts and circumstances. For example, as we shall describe below, human rights due diligence should be conducted in connection with proposed projects for early identification of potential risks, as well as for ongoing activities such as procurement. It should involve implementation of risk control mechanisms early in this process. In addition, the periodic conduct of human rights due diligence as a one-off risk assessment is useful for monitoring risks and identifying potential new risks.

Human Rights Policy

This Human Rights and Labor Policy Statement outlines standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. Sidra is committed to upholding the protection of human rights of all workers where it is possible through our sphere of influence. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard. Sidra supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

- **Environment**

Sidra is committed to leading the company in minimizing the impact of its activities on the environment and enhance the local diversity of the ecology by planting and increasing the green area.

Sidra's strategy to achieve this:

- Minimize waste by evaluating operations and ensuring they are as efficient as possible.
- Minimize toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Avoid the use of paper wherever possible. For example, sending quote documents as PDF files.
- Avoid the use of postal services, saving on transportation and on paper (envelopes). For example, emailing invoices and statements of account.
- Keep energy usage low. For example, making use of low energy light bulbs throughout and using schedules to ensure computers are shut down after work.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Meet or exceed all the environmental legislation that relates to the Company.
- Use an accredited program to offset the greenhouse gas emissions generated by our activities.
- Increase the green area then thus the oxygen by planting more canopy trees and green areas.
- Recycling:
 - Grass cycling, by using the lawn clippings as compost.
 - Using of recycled papers in the process of printing the business cards.
 - Using of outdoor eco-rubber tiles made of tires.
 - Sidra believes in waste management. We are using recycling bins for indoor and outdoor use.

We believe that the preservation of biological diversity, ecosystems, and natural places is critically important to the survival of us all—people, plants, and animals alike. In addition to the intrinsic value of nature and wildlife, biological diversity and healthy ecosystems provide humankind with many of the things that sustain our lives, including clean air and water, fertile soil, a stable climate, food, medicines, materials and technologies, and a diversity of genes and species—not to mention recreational opportunities and natural beauty.

Sidra is taking part in efforts of the Arab Group for the Protection of Nature who seeks to strengthen the capacity of the region's natural resources and gain sovereignty over them, particularly in areas suffering from war and occupation.

APN achieved one of our biggest targets which is the One Million Replanted Tree Campaign to counter balance the thousands of acres of Palestinian agricultural lands which were used. Families were displaced and vital routes disconnected in the West Bank and Gaza Strip as Israeli occupation authorities continue to build and expand Jewish settlements and bypass roads. Israel's building of the separation (Apartheid) Wall in the occupied West Bank in recent years has also swallowed and destroyed additional significant acreage of Palestinian agricultural lands.

Over a Million Trees Planted in the MTC First Phase

Razed lands and areas where trees have been uprooted in the occupied West Bank and Gaza Strip were replanted with over a million of fruit, olive and palm trees in 2001-2008.

Work Proceeding in the Second MTC Phase

Farmers in some parts of the northern Jordan valley suffering from Israeli restrictions on their agricultural products have received olive and palm tree plants, along with others witnessing damage to their lands under Israeli practices. Over half a million trees were replanted in the second phase, until 2012 along with repair work to water networks and wells.

We as partners with Doha Oasis are doing efforts in Qatar to launch a million tree campaign to increase the green area and reduce the effect of sand storms and dust.

- **Labour rights**
Assessment, Policy and Goals

We fully support the United Nation Global Compact's guiding principles on human rights and labor and aim to provide an example of good human and labor practices throughout our business activities.

We support and respect the protection of international labour rights within our sphere of influence. We believe that worker rights are human rights. We seek to promote and defend human, women's and workers' rights in the global economy. As workers across the developing world fight for their right to work in dignity, in healthy and safe workplaces, to earn a living wage, we provide solidarity to support their efforts, and we will continue to demand that corporations be held legally accountable to respect core internationally recognized worker rights standards.

Labour rights policy:

We promote a safe, healthy, and supportive work environment. Part of our commitment involves closely monitoring our compliance with local and international laws in all of our locations to ensure that the rights of our employees are not abused. Our employees are required to comply with our corporate policies at all times. We also work with our suppliers to advise compliance with all applicable human rights and labor laws and regulations.

We are granting the woman her rights through regular pay and regular working hours; equal pay for equal work; permanent contracts; safe and non-hazardous work environments; and freedom of expression. We are protecting her from the egregious and widespread form of discrimination such as sexual harassment in the workplace, and workplace-related sexual violence. We are helping the working mothers who are trying to support their families.

Minimum wages. Sidra compensates its employees with wages and benefits that meet or exceed the legally required minimum under the law.

Working hours. Sidra does not require its employees to work more than the maximum hours of daily labor set by Qatari local laws.

No discrimination. Sidra prohibits discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, union membership or political affiliation. We have around ten nationalities working together under one ceiling.

No harsh or inhumane treatment. Sidra prohibits physical abuse, harassment or the threat of either.

No child labor. Sidra complies with the minimum age laws and requirements and does not employ child labor.

Health and safety. We provide our employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

Dealing with Management, Freedom of Association and Collective

Bargaining. We believe that workers' rights are best protected by allowing each worker to deal directly with management on issues of importance to that worker.

Freedom of association. We respect the legal rights of our employees to join labor organizations or trade unions if they are formed in Qatar.

Ethical dealings. We encourage our employees to conduct business according to our Code of Ethics. We comply with all applicable laws and regulations on bribery, corruption and prohibited business practices.

Privacy. We consider the right to privacy of our employees a core value. Employees' data is highly protected. Our employees are committed to confidentiality when dealing with third parties.

Donations. We donate to non-profit organizations on a yearly basis. We encourage our employee to be involved by participating in the donation committees.

- **Anti Corruption**

Sidra is committed to conducting its business with honesty and integrity and in compliance with the law of Qatar. This Policy applies, subject to and in accordance with any applicable local law or legal requirement, to each Head of Department, officer and employee of Sidra.

Corruption can take place in many types of activities. It usually is designed to obtain financial benefits or other personal gain, such as bribes , a privilege, an object of value, an advantage, or merely a promise to influence a person in an official or public capacity.

Anti-Corruption Policy

The areas of business where corruption, including bribery, can most often occur include:

1. Gifts, Entertainment and Hospitality
2. Facilitation Payments
3. Procurement Process
4. Political, Community and Charitable Contributions

1. Gifts, Entertainment and Hospitality

Gifts, entertainment and hospitality are acceptable if they are reasonable, proportionate and made in good faith and in compliance with our company policies. These activities must be in compliance with our Code of Business Conduct (guiding principle: 'avoiding conflicts of interest'), CCE's Customer Entertainment Policy and Corporate Hospitality Guidelines. Although no two situations are the same, the Corporate Hospitality Guidelines define what is usually acceptable and what is never acceptable.

Examples of gifts, entertainment and hospitality include the receipt or offer of

gifts, meals or tokens of appreciation and gratitude, invitations to events, functions, or other social gatherings, in connection with matters related to our business. These activities are acceptable provided they fall within reasonable bounds of value and occurrence.

2- Facilitation Payments

Facilitation payments are not allowed.

3. Procurement Process

Supplier selection should never be based on receipt of a gift, hospitality or payment. When supplier selection is a formal, structured invitation for the supply of products or services (often called a 'tender'), it is most important we maintain documentation supporting our internal controls. In the public sector, such a tender process may be required and determined in detail by law to ensure that such competition for the use of public money is open, fair and free from corruption.

Political Community and Charitable Contributions

We are not allowed to make political contributions from Company funds without authorization. Political contributions, as permitted by law, must be approved in advance by our legal counsel.
