



NCSP Social Responsibilities Policies :
Company HSE (Health Safe Environment) Policy
Company Human Right Policy
Company FPIC (Free , Prior and Informed Consent) Policy

COMPANY HSE (Healthy Safe Environment) Policy :

The National Company for Sulfur Products (NCSP) is committed to providing a Safe and Healthy workplace environment and conducting its business activities in a manner that protects the environment. To achieve these goals, all Company employees shall adhere to the following principles:

- Comply with all regulations governing Health, Safety & Environment at the job site.
- To take expedient actions to correct or isolate unsafe conditions or work practices.
- To promote Health, Safety & Environment awareness.
- Hold each employee accountable for their individual responsibility for Health, Safety & Environment
- Every reasonable effort will be made to assure that employees can accomplish the safe completion of assigned tasks.
- Prevention of incidents, injuries and pollution.
- No task is so important, nor so urgently, that we cannot take the time to do it safe.
- Recording and communicating HSE performance throughout the organization.
- Continual improvement of HSE performance



NCSP Human Rights Policy :

The National Company for Sulfur Products (NCSP) is committed to

- NCSP is committed to respect human rights.
- NCSP approach is based on the human rights set out in the *United Nations Universal Declaration of Human Rights*.
- The focus of our implementation is on the human rights that are most relevant to our operations and supply chain.
- NCSP is committed to the continuous work to ensure that there is no modern slavery and labor related harm from our operations and supply chain.
- NCSP is committed to the following principles:
 - No child labor or forced labor is used, and that employment is freely chosen;
 - Workers have fair wages and employment agreements;
 - Work hours do not exceed the maximum limit set by relevant legislation;
 - Everyone has the right to form and to join trade unions for the protection of their interests;
 - Workers experience fair and equal treatment and access to opportunity, and enjoy a work environment that is free of discrimination, harassment, intimidation or coercion relating directly or indirectly to the protected attributes set out under discrimination below;
 - All workers' health and safety is protected in the workplace; and
 - Workers have access to fair procedures and remedies.
 - Reporting of any violation of company human rights policies is reported to the GM. The GM along with HR manager will investigate the incident discreetly, respecting the privacy of employee and take necessary corrective and preventive actions.

Free, Prior and Informed Consent Policy (FPIC) :

The National Company for Sulfur Products (NCSP) makes all due efforts to respect, include and promote indigenous people issues in all its activities which include self determination, the respect for indigenous knowledge, cultures and traditional practices that contribute to sustainable and equitable development; and Free, Prior and Informed Consent.

NCSP shall

- Consult and cooperate in good faith with the Indigenous Peoples through their own representative institutions in order to obtain Free, Prior and Informed Consent prior to approval of any project affecting their land and territories
- Recognizes that FPIC is a fundamental building block for successful projects and community partnerships.
- Be committed to indigenous peoples and their rights.
- Safeguard indigenous peoples and their rights against adverse impacts and exclusion in NCSP funded development projects.



National Company
for Sulphur Products
(closed joint stock)

الشركة الوطنية
لمنتجات الكبريت
(مساهمة مقفلة)



VISION:

NCSP will continue developing and supplying prime chemicals that meet current and emerging demands, creating added value for our customers, striving for sustainable business growth, we will make a genuine contributions to improve the quality of life through commitments to provide quality products, environment protection, social responsibility and employees' welfare.



MISSION:

- Achieving "Excellence through Quality" by continuously improving the value of the products that we provide to our customers.
- Our Customers to view our products' value as quality products at a reasonable price and we will continue satisfying both customers' current requirements and emerging needs.
- Our Employees recognize that providing quality products is everybody's responsibility. NCSP as an employer values them as long-term resources and provides them with opportunities for growth and career development.
- Our Community sees us as a manufacturer who cares for the community and the welfare of the environment.



Core Values

Customer Oriented; Our solutions to meet customer's specific needs and requirements, partnership with clients in long term relations .

Quality; We provide proven quality for standard products and tailor-made solutions.

Excellence - We strive to ensure excellence in all what we do, we do it with honesty, integrity and professionalism.

Innovative – R&D innovations and developments create sustainable values to our customer on all products and solutions that we provide.

Leadership & Commitment - We are dedicated to specialty chemicals' products and solutions, we pioneer our market with great passion to this business.

Teamwork – Management, R&D, Sales, Logistics, Technical supports teams valued collaboration, acknowledge contribution, encourage creativity and initiatives.

Safety at workplace & community- We implement international safety measures at work place, and we act in a social and environmental responsible manner.