

HSR Consortium Workplace Code of Conduct

Issue number: 01

Issue date: 01 April 2026

The Management Team of the HSR project wish to ensure that all people working on the project clearly understand how they are to behave to ensure that we can all work together in a safe and respectful way and to ensure that we minimise our impact on the environment and the communities that surround us.

This code of conduct will be committed to formally by all people on the site by corporate Management and site Management so that we have agreement on how we are going to behave for the duration of the project. We as managers will ensure that this code is supported on the site and regularly remind all people of its contents. Updates to this document will be made based on employee feedback and information derived from incident outcomes. All changes will be clearly communicated to employees.

Compliance with Laws, Regulations and Standards

- All of us will comply with the Health and Safety, Environmental and Social policies together with the Human Resources policy agreed for the project and we will ensure they are implemented by complying with the plans and procedures issued in the project. These policies, plans and procedures have been developed in line with good international industry practice. All of these documents are available from the Management of your company.
- All of us will comply with the Laws and Regulations of United Arab Emirates.
- All of us will comply with Standards governing the project these include.
 - International Labour Organisation (ILO) core Labour Standards and the Laws of United Arab Emirates which prevent the use of child labour, prevent forced labour and ensure that we are all paid for the work we perform, not forced to work excessive hours and are free to join organisations such as unions.
 - International Management system standards ISO 9001 ISO 14001 and ISO 45001 which define how we are to develop, implement, monitor, and review our management systems.
 - Universal Declaration of Human Rights (UDHR) which ensures that we are treated with respect, given a right to privacy, time off from work, access to our families and we are all equals.

Human Rights and Labour Practices

- Management will ensure that you are treated with dignity, respect and justice, taking into consideration the different cultural sensitivities. All of us shall ensure that we treat all other people in the same way.
- Management will ensure that you are not discriminated against based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group or ethnic origin. All of us shall ensure that we do not discriminate against others for these reasons.
- All of us commit to not permit any form of violence, harassment or abuse in the workplace or by project staff in the local community, if we become aware of such behaviour, we will notify Management.
- Management will provide a secure place to work, they will ensure that security staff are trained and perform their role without violating the human rights of persons on site or the local community.

Management will investigate any such matters that contravene this policy and take steps to prevent it from occurring again. All of us are obligated to report any such behaviour that contravenes this policy to our direct manager or via the grievance procedure immediately.

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Health and Safety

- All of us will commit to ensuring that we are fulfilling our roles in providing a safe and healthy place to work in accordance with the health and safety policy, we all commit to not performing any task or stopping a task which we feel knowingly endangers the health or safety of others and ensuring it is reported and corrected.
- All of us we report any incidents, near misses and unsafe acts or situations so that corrective actions can be undertaken. We as management will ensure that these are investigated, and corrective actions established
- We will all commit to the zero Tolerance rules of:
 - Using Fall Protection for work where a fall of 1.8 meters (6 feet) could occur.
 - Not using a red tagged scaffold or making an unauthorized modification of a scaffold.
 - Not entering a permit required confined space without an approved permit and / or ignoring the permit conditions.
 - Reporting an injury / incident immediately.
 - Not entering excavations 1.6 m (5 feet) without required sloping/ benching
 - Not wilfully violating of Loto/ PTW conditions.
 - Not falsifying a safety document.
 - Securing tools/objects against falling or failure to barricade the area below when people are working above.
 - Not engaging in wilful misconduct regarding personal safety
 - Not using a cell phone or communication device (talking or texting) while operating construction equipment or machinery.
 - Not possessing or being under the influence of drugs or alcohol on the site.

Environment

- All of us commit to the following:
 - Not Performing any task or stopping any task which we feel knowingly endangers the environment and ensuring it is reported and corrected.
 - Not hunting and fishing in areas surrounding the site.
 - Not taking plants or plant products such as fruit or seeds from areas surrounding the site.
 - To dispose of waste in the bins and containers provided, we will not throw or dump any waste on site, on our way to site or where we live.
 - Report any thing we believe to be an historical artefact to the site management. we will not take or sell any such item.

Behaviours with the Community in which we work and live

- Many of us are guests in the local community staying here during our time on the, as such we must ensure that we respect our hosts.
 - We will not harass others by words or actions.
 - We will not act violently towards anyone.
 - We will not buy, sell or possess illegal substances, weapons and firearms.
 - We will not hunt fish or trade in wild animals.

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- We will not create nuisance or disturbance in or near communities this includes playing loud music, wearing revealing clothing, poor personal hygiene, or consuming alcohol in public places etc.
 - Pornographic material and gambling are prohibited.
 - We recognise and respect local cultures, lifestyles, and heritage of local communities; we will respect local customs and traditions.
 - We will always behave in a manner consistent with the code of conduct.
- All of us will travel to the site directly and enter the site. We will not go into areas around the site unless we have permission to do so from the Management. We are committed to good relations with our local neighbours and respect their privacy and local environment.

Our Accommodation

- As per the administration Policy some of us will be living in our own homes, the rest of us will be provided with accommodation by the management of your company. To ensure standards the Management has developed an Accommodation Management plan.
- For housing provided to you the Management commits to:
 - Ensure that you have adequate space to live and sleep – you will not have to share a bed, you will have space to store your belongings and space where you can meet with others.
 - You will have constant access to clean drinking water.
 - You will be either provided with food that is prepared for you in a clean environment OR you will be provided with cooking facilities so you can prepare food which you have bought.
 - Your living accommodation will have windows and adequate ventilation.
 - You will have a place to shower and toilet facilities.
 - You will have access to first aid facilities and be aware where to get further assistance if required.
 - You will have access to recreation areas and places to observe your religion.
- All of us living in housing provided by the management will:
 - Keep both our personal areas (Sleeping rooms etc.) tidy and clean.
 - Respect others by keeping common areas inside and outside the accommodation clean and tidy.
 - Respect toilet and washing areas by keeping them clean.
 - Notify the Management either directly or by the grievance procedure of problems with our accommodation.

Company property, Records and Confidentiality

- All of us will commit to respect and protect the property of the project and our companies.
- This including its image and reputation, facilities, equipment and materials and using them only for their intended purposes.
- All of us will commit to not sharing any documents or information outside of the project unless we have been authorised to do so by management, this includes talking to the media.
- Management will maintain records and will ensure that access to confidential information is controlled.

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- Management will accurately and in timely manner report relevant health, safety, environmental and social information to all personnel on site to the owner and other stakeholders as required.

Communication

- Management will actively communicate with stakeholders in the E-HSR Project including but not limited to government regulators, local authorities, community member, vulnerable people/ groups, ethnic/culture minorities, employees, contractors/ suppliers and the media. this communication will be fair, accurate and in a manner that can be understood.
- All of us will communicate with each other honestly, openly and in a respectful manner
- This code of conduct will be communicated to all persons on site and will be made available to the local community during stake holder engagement meetings. It will be available in both English and Arabic

Foster Integrity and clean business

- The Management of the E-HSR project represent and warrant that in relation to the project they and all their directors, officers and employees as well as any agent, subcontractor or representative employed by the consortium Members in connection with the project have complied and will continue to comply with all applicable laws and regulations relating to taxation, anti-corruption, antitrust, anti-money laundering or any other criminal law.
- All decisions will be taken in a fair and balanced way that can withstand external scrutiny conflicts of interest, or situations that might create a conflict should be disclosed to the Management this is so that individuals are not involved in decisions where their actions could be seen as biased conflict of interest examples could include outside jobs and affiliations with suppliers; working with close relatives, especially if they are government officials, or investments that might influence your judgement .
- We all commit to not engaging in any activities that may be classed as corrupt or "dishonest business" these include but are not limited to:
 - Receiving Money or services for treating a company or people differently.
 - Paying (in money or services) authorities, officials and/or other companies outside of contract or legal requirements.
- We all commit to reporting immediately any activity that we feel may be corrupt or dishonest to the compliance officer.

Upholding The Code of Conduct

- We all commit to actively ensuring the compliance to this code of conduct, should we become aware of someone not complying then we will report it, Management require everyone's support to be open and honest.
- We the Management have established this code and will enforce it. if Management become aware of someone breaking the code, then we will investigate it in a fair and confidential manner assuming innocence until guilt is proven.

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- We all accept that if we are proven to have broken this code then we be subject to disciplinary action including termination of your employment at site and/or with your employer in accordance in accordance with the Laws and regulations of United Arab Emirates.

- The Laws of United Arab Emirates are applicable to this code of conduct, if management become aware of someone breaking the laws of United Arab Emirates, then management will involve the relevant authorities (police, environmental authority etc.).

Reporting and Feedback

- It is important that we all have a way to let people know if this code conduct is not being followed by someone or if we feel the code needs to be changed. This code of conduct cannot cover every situation. if you are unsure, seek advice. We as management commit to being available to hear your concerns, answer your questions and deal with them in an open and transparent manner respecting your confidentiality if you know or suspect someone is Violating this code of conduct, you have a duty to report it. The Management will not Tolerate any form of retaliation directed against anyone who raises a concern in good faith about possible violation of this code.
- The Management have also established the below contact points for you which are accessible to all of us. These can be conduct confidentially (you don't have to give your name) and your questions will be answered and/ or your concerns investigated. should you wish to receive feedback on your concerns the Management commit to providing it.

This Code of Conduct shall be communicated to all parties involved in the HSR Project.

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Consortium Management
Hitachi

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Orascom Construction

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DRAFT FOR MANAGEMENT REVIEW