



Human Rights Policy

Owner: Enterprise Risk Management - Corporate Governance

Document Reference: ERM 01-003-V1.0

Date: April 2025

Contents

- 1. Objective3**
- 2. Scope.....3**
- 3. Policy Statement3**
- 4. Implementation and Monitoring.....4**
- 5. Reporting and Accountability4**
- 6. Consequences of Non-Compliance.....5**
- 7. Queries5**
- 8. Review and Updates5**

1. Objective

At Omantel we are committed to upholding and respecting human rights across all operations. Guided by Omani regulations and applicable international standards, including the UN Guiding Principles on Business and Human Rights, we ensure that human rights are integrated into our business practices, partnerships, and stakeholder interactions.

Through this policy, we aim to:

- Protect and promote human rights in line with Oman's Basic law and relevant international treaties.
- Support fair labor practices and provide equal opportunities for everyone we work with.
- Align our actions with our ethical, governance, and operational values.

2. Scope

This Human Rights Policy applies to all individuals and entities associated with Omantel, including but not limited to:

- **Employees:** Full-time, part-time, and temporary staff.
- **Contractors and Consultants:** Individuals or organizations engaged to provide services for and on behalf of Omantel.
- **Suppliers and Vendors:** Entities involved in providing goods and services, directly or indirectly, across our value chain.
- **Business Partners:** Joint ventures, strategic partnerships, franchisees, and third-party service providers.

3. Policy Statement

In this Human Rights Policy, we, Oman Telecommunications Company (Omantel), also referred to as “we,” “us,” or “our” reaffirm our commitment to respecting and upholding human rights principles across all aspects of our operations, interactions, and business relationships.

We are guided by Oman's Basic Law, labor regulations, and international standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. These principles shape our policies, procurement practices, supplier engagements, and interactions with communities and customers.

Our commitment encompasses:

- Respecting the dignity and rights of all individuals by adhering to fair labor practices, equitable pay, and safe working conditions.
- Ensuring diversity and inclusion by prohibiting discrimination based on race, gender, nationality, religion, disability, or other protected characteristics, while striving to create an environment where everyone can thrive.
- Enabling equitable access to communication services to bridge digital divides and support the universal right to connectivity through innovative and inclusive solutions.
- Protecting privacy as a fundamental human right by safeguarding personal data in accordance with our Privacy Policy and applicable laws.
- Promoting responsible sourcing by addressing human rights risks in our supply chain, including the risks associated with conflict minerals and modern slavery.
- Actively preventing and combating forced labor, child labor, and human trafficking within our operations and supply chain through strict due diligence measures, regular risk assessments, and engaging with our suppliers to ensure ethical labor practices.

4. Implementation and Monitoring

The implementation of this Human Rights Policy is monitored by the Governance, Regulatory, and Compliance (GRC) function, in collaboration with the Sourcing and Procurement team. We are committed to embedding human rights considerations into all relevant business processes, including procurement and supplier engagement. We implement this policy through our Code of Ethics and Business Conduct, which is supported by ongoing awareness sessions for all employees. All suppliers are required to declare at registration their commitment to Human Rights.

5. Reporting and Accountability

Omantel encourages all employees, contractors, suppliers, and stakeholders to report any concerns or suspected human rights violations. We are committed to maintaining a safe environment where individuals can speak up without fear of retaliation.

Employees who become aware of potential violations of this policy are expected to report them through the available whistleblowing channels. All reports will be handled confidentially and investigated promptly and fairly in accordance with Omantel's [Whistleblowing policy](#).

6. Consequences of Non-Compliance

Employees, suppliers, business partners and contractors are expected to: (1) comply with this policy and all applicable Policies (2) to speak up promptly about any conduct or circumstances they believe may constitute a violation of this policy or any other policy. If this policy is not followed, we risk regulatory sanctions, fines, and damage to our reputation. Employees found in violation may face disciplinary action, including dismissal, as per our internal procedures. Suppliers or partners who fail to comply may face contract termination or other penalties.

7. Queries

For additional information or queries related to this policy, please contact the Enterprise Risk Management department at AskERM@omantel.om

8. Review and Updates

This policy will be reviewed and updated every three years, or in the case of significant changes, to reflect evolving best practices and stakeholder feedback.

Document Rights

Rights	Assign To
Read/View	All
Edit/Revision	Enterprise Risk Management - Governance
Review	CMT
Approval	Board of Directors

Revision History

Date	Author	Version	Change Reference
	ERM team	V1.0	New Policy

Review & Approval History

Name	Version	Designation	Date