



الشركة الالمانية  
للكيماويات معالجة  
اسطح المعادن المحدودة  
German Metal  
Surface Treatment  
Company Limited

**SUGEST 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 :**

**German Metal Surface Treatment Chemicals Company (SUGEST) 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



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## **SUGEST Human Rights Policy :**

**German Metal Surface Treatment Chemicals Company (SUGEST) is committed to**

- SUGEST is committed to respect human rights.
- SUGEST 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.
- SUGEST is committed to the continuous work to ensure that there is no modern slavery and labor related harm from our operations and supply chain.
- SUGEST 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 .



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### **Free, Prior and Informed Consent Policy (FPIC) :**

**German Metal Surface Treatment Chemicals Company (SUGEST)** 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.

SUGEST 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 SUGEST funded development projects.



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#### Vision:

To be the leading Specialty Chemicals supplier in Saudi Arabia and the region in different several business segments by providing quality products, superb technical service and support, excellence in practices and values with lowering environmental impact in a sustainable way and to enhance economic competitiveness of the Kingdom of Saudi Arabia

#### Mission:

- To provide its unique clients with the highest quality and distinctive products and technical service and support in all sectors in order to meet and even exceed their expectations.
- To help customers improving their operating performance and productivity whilst saving and lowering environmental impact.
- Innovation, to be key characteristic of our products and technical service and support offering.
- Commitment to attract and retain dedicated and skilled people and offering employees an attractive, global work environment.

#### Core Values:

**Customer Focus** - We concentrate our efforts towards a better and long term relation with our clients.

**Quality** - Our products and tailor-made solutions meet or exceed the unique requirements of the client.

**Excellence** - We strive to ensure excellent technical service and support in all what we do and we do it with honesty, integrity and professionalism.

**Innovative** - Being innovative to create sustainable value.

**Leadership & Commitment** - We are dedicated to high performance, achieve to the best of our market, outrun our own expertise and have passion to pursue our goals.

**Teamwork** - We value collaboration and team contribution, encourage creativity, initiatives and new solutions and align to the utmost result exceeding success.

**Safety & Social Responsibility** - We act in a socially and environmentally responsible manner.

#### Value Chain:

Our engineered value chain helps our company to gain competitive advantages by identifying what activities do and do not increase the value offered to our precious customers.

All of our organization's functions play a role in increasing the perceived value of our products and technical service and support offered to customers and at the same time lowering the a combined cost structure through differentiation. This involves functions from research & development, production/manufacturing, through sales & marketing and on to logistics and customer service and support, including the activities that play supporting roles such as material management & planning, information technology, human resources, legal, administration and finance and accounting.

Our company's value chain describes the chain of activities for transforming inputs into the outputs that customers value.