

Saudi Biotechnology Manufacturing Co

Our Human Rights statement

2024

Public

SaudiBio Management has signed this statement to demonstrate its commitment to promote and uphold human rights.

As a part of Lifera Group, we at SaudiBio believe that upholding human rights is fundamental to our integrity and empowerment. Lifera's Code of Conduct ("Code"), which is anchored in our core beliefs and values, provides the ethical and behavioral framework to guide our day-to-day business decisions.

Our Human Rights Statement builds on our Code, reflecting our understanding of the fundamental rights of all human beings and our commitment to promoting respect for those rights in line with all applicable laws and regulations in the Kingdom of Saudi Arabia.



Dr. Abdulaziz Awad
Chief Executive Officer



Wafi AlShehri
Head of People & Organization



■ Enabling a cohesive culture to protect

We draw our understanding of human rights from all applicable laws and regulations in the jurisdictions where we operate, including those in the Kingdom of Saudi Arabia.

At SaudiBio, we strive to uphold our responsibility to avoid causing or contributing to adverse human rights impacts through our activities. We address such impacts when they occur and seek to prevent and mitigate adverse human rights impacts that are directly linked to our operations, services, and business relations.

Beyond avoiding and mitigating potential harm, we proactively support and promote human rights for the broader benefit of the communities in which we operate. Our objective is to enhance the awareness and consideration of human rights across the Lifera Group and its subsidiaries, benefiting all Lifera group people and those with whom we interact.



■ Anti Harassment

SaudiBio adopts a “**zero tolerance**” approach to harassment in the workplace.

Our policy is in line with the Saudi Anti-Harassment Law and the Saudi Labor Law, ensuring a respectful and safe workplace for all employees.

We do not accept any form of demeaning or offensive act against a person's character or of a sexual nature that violates another person's dignity.

This includes all forms of exploitation, threat, extortion, inducement, quarrel, insult, offense, or deliberate seclusion toward the opposite gender, as well as any form of discrimination based on gender, race, or background. These acts may lead to, or potentially lead to, physical, psychological, sexual, or economic harm to the other party.



Putting Employees first

■ The rights of all SaudiBio employees

Ensuring a Safe Workspace

SaudiBio is committed to providing a physical and psychological environment free from hazards and stress, ensuring the health and safety of all employees.

Labor Rights - Fair Employment Terms

All employees have the right to just employment conditions, including fair wages, reasonable working hours, and safe working conditions.

Diversity and Inclusiveness

SaudiBio respects and values diversity, ensuring equitable opportunities and outcomes in an inclusive environment where everyone can thrive.



Who we work with

■ Beyond Lifera group

Our responsibility to respect human rights extends beyond the direct operations of Lifera into their supply chains, where we seek to influence the broad adoption of labor rights and maintain an active view of the human rights performance of our direct and indirect suppliers.

In accordance with the Lifera's Supplier Code of Conduct, this includes taking steps to understand the risks of human rights violations in our supply chains, validating our assessment through supplier engagement, and supporting suppliers to reduce risk and remediate adverse human rights impacts.



Any Feedback or Challenges?

Any employee concerns and relations arising within Lifera group

People.org@lifera.com.sa

You can reach out on our escalated whistleblowing email box

Whistleblower@lifera.com.sa

