



Document Title: **UN GLOBAL COMPACT POLICY**

Introduction:

We have put together the Mundial Engineering Global Compact Progress Report based on the in-house review of the performance. This is to provide information about the activities, services, management approach of our companies and its work within the scope of sustainability.

Core Values:

As employees of Mundial Engineering, we work with the awareness of adding value to the world we live in, to our society, and the institutions and organizations of whom we work with. We take ownership of our values that are at the heart of our success and constitute our corporate culture, and we give place to people who are compatible with our values in our working life.

Unity: We determine the goal and the paths to take to the goal together. We know that we need to share information with all our stakeholders for right management. We are careful to listen well. We value being able to look, listen and explain from the perspective of others. We take time to help our team members. We establish relationships based on fair approach and mutual trust. We encourage our teammates to succeed, enable them to participate in everything subject, and believe they have the right to speak their opinions and learn.

Tenacity: We believe that high performance and performing a large number of important works at the same time is due to the awareness of responsibility. We perform consistently and in high performance. As a team member, each of us aims to be a star in our own field. We believe that only if all team members become stars, we can achieve perfection. We make the right commitments and fulfil our commitments. We say things that are hard to say and we make tough decisions.

Development: We take different approaches and suggestions into consideration. In creating our strategies, we enable our stakeholders to improve our services and processes in this direction by enabling them to have creative and innovative behavior. We always aim for the better. We learn willingly and quickly. We try to understand our strategy, our market, our customers, and our business partners.

We also take an interest in areas other than our own areas of expertise and try to improve ourselves. In order to find practical solutions to difficult questions, we look at things from different angles. We recommend new approaches that query what is known. We produce ideas that benefit. We try to simplify our processes. We believe that quality should be constantly improved, we are never satisfied with where we are.

Respect: We respect people. In all our behavior and communication, we think and look for the other side. With all our teammates, we openly share our ideas and always communicate with respect. We create safe and healthy working environments. We respect nature. We respect the right of life to every living creature. We're sensitive. For a better world, we develop and implement economically sustainable social responsibility projects.

Our Human Resources Approach

By taking on the role of a consultant to reach out to all our colleagues, we aim to strengthen in-house communication and contribute to sustainable development through innovative efforts to improve performance in line with strategic goals.

We work to incorporate the human power that creates added value, is sensitive to the environment and society, has a view and behavior that is in accordance with the values of the institution, is open to innovation and changes, is fair, dynamic, aiming to develop itself and its business, and ensure that the workforce that best suits the business definitions in the company's staffs is assigned.

Our Sustainable Management Approach

Mundial engineering work with the awareness of adding value to the world, the society we are involved in, the institutions and organizations we work with. Created from this perspective, the objectives and critical performance indicators that are parallel to our Company's purpose of existence are determined within the scope of its annual strategy plans.

These objectives and critical performance indicators are approved by the Board of Directors at budget meetings held at the end of the previous year. The Board of Directors reviews its regular meetings by comparing its operating results with the performance of the previous year and its target indicators.

For a sustainable management approach, we have defined Mundial strategic management system as a process. Our strategy work is being carried out to ensure the participation of all our stakeholders. All plans are reduced to a scorecard, process indicator and employee performance system in order to implement the strategic plan. By reviewing it in certain periods, we ensure the sustainability of the strategy.

Ethical Management

We share the ethics rules that we expect our employees to comply with, the ethics committee functioning and processes in the "Code of Ethical Conduct and Ethics Board Operating Guide". The Code of Ethical Conduct includes respect, compliance with laws and regulations, information confidentiality, accurate information sharing and accurate reporting, sharing information with the press & social media, the use of Mundial Engineering resources, avoiding conflicts of interest, bribery, corruption, justice, reliability, clients and family, private transactions, and occupational health and safety.

In order to ensure compliance with the Mundial Engineering Code of Conduct and practices, the Anti-Corruption Policy is published and the group's approach to combating bribery and corruption is clearly stated in this policy. Our Ethics Committee investigates complaints and notices that ethics rules have been violated and determines the sanctions to be imposed.

Transparency

We aim to dominate corporate governance with all its elements in company management, and in this way, we aim to provide value to our corporate partners, employees, stakeholders, the environment and the society. Based on this understanding, we aim to provide maximum benefit to both our Company and our stakeholders in terms of relations with shareholders in line with the principles of transparency, reliability, accountability and honesty. We prepare the activity and Financial reports in accordance with the criteria set out in the Corporate Governance Principles that is effective in Nigeria. This report is made available to government agency at the end of financial/business year.

Customers

As a reliable partner that develops products and services that will benefit the most for the sustainable development of the world, we keep the satisfaction of all parties above all. We support the ongoing development of our employees, which we believe are at the heart of our success through effective management, training and communication opportunities, we try our best to provide the best working conditions for them. Each of our employees in our team accepts their colleagues as customers, and meeting the expectations of internal customers the same way with external customers is among our goals.

In the Projects and Operations of Mundial Engineering, it is essential to provide quality products and services to customers within the framework of our customer-focused work principle. The decisions, complaints and feedback taken by our customers are evaluated effectively, impartially and are used to improve the way our operations and employees do business within the framework of our philosophy of continuous development. In order to ensure the continuity of customer satisfaction, it is important for our teams to raise awareness about customer value and importance.

Occupational Health and Safety Policy

In order to meet our expectations, we are committed to achieving all our activities with the goal of zero damage by minimizing the number of events and occupational health hazards in a safe work environment and ensuring the safety of our workers. For this:

- ✓ We comply with all applicable laws and regulations and implement the programs and procedures to provide this.
- ✓ We aim to exceed legal requirements by accepting them as a minimum level when determining quality standards for health and occupational safety.
- ✓ By taking advantage of advanced technology, we create safe working environments for our employees and minimize their risk of work accidents, occupational diseases and risks.
- ✓ We make disaster-fighting and improvement plans to be ready in emergencies.
- ✓ We take opportunities to continuously improve Occupational Health and Safety policies.
- ✓ We inform our employees, suppliers, customers and investor partners about developments, ask for contributions in achieving their goals and support them in achieving their own goals in the same issue.