

Labor Guide and Ethnic Policy

1. Purpose

This Labor Guide and Ethnic Policy outlines Quest Group FZCO commitment to fair, ethical, and inclusive labor practices across all its operations. As a global commodity trading company headquartered in Dubai, we are committed to respecting the rights and dignity of every employee, promoting diversity, and fostering a workplace that reflects our values of integrity, respect, and equality.

2. Scope

This policy applies to all employees, contractors, and third-party labor providers associated with Quest Group FZCO in any global location.

3. Ethical Labor Standards

3.1 Compliance with Labor Laws

- We adhere to all applicable labor laws and employment regulations in the jurisdictions in which we operate.
- In the UAE, we comply with the UAE Labour Law and regulations of the Ministry of Human Resources and Emiratization (MOHRE).
- Globally, we align our standards with the International Labour Organization (ILO) conventions, particularly on forced labor, child labor, and the right to collective bargaining.

3.2 Prohibition of Forced and Child Labor

- No form of forced, bonded, or involuntary labor will be tolerated.
- We do not employ individuals under the age of 18 in any capacity.

3.3 Working Conditions

- Employees will be provided with safe and healthy working environments.
- Working hours, rest periods, and overtime compensation will comply with applicable laws and industry standards.

4. Employee Rights and Protections

4.1 Freedom of Association

- Employees have the right to freely associate, join labor unions, or participate in collective bargaining where legally permitted.

4.2 Grievance Mechanisms

- Employees may raise workplace concerns anonymously and without fear of retaliation through established internal grievance channels.
- All reports will be taken seriously, investigated promptly, and addressed confidentially.

5. Fair Wages and Benefits

- All employees will be paid at least the legal minimum wage in their jurisdiction, with wages paid in a timely and transparent manner.
- Compensation packages will be benchmarked regularly to ensure market competitiveness and fairness.
- Quest Group FZCO provides benefits that may include health insurance, paid leave, end-of-service benefits (per UAE regulations), and wellness support.

6. Ethical Recruitment Practices

- We maintain a zero-tolerance policy toward recruitment fees charged to employees.
- Recruitment agencies and labor providers must be licensed, audited, and aligned with our ethical standards.
- Migrant workers must have access to their passports and be free from coercion or debt bondage.

7. Non-Discrimination and Equal Opportunity

- Discrimination based on race, nationality, ethnicity, gender, age, religion, disability, sexual orientation, marital status, or any other protected characteristic is strictly prohibited.
- All employment decisions, including hiring, promotion, training, compensation, and termination, must be made based on merit, performance, and qualifications.

8. Diversity and Inclusion in Staffing

Quest Group FZCO believes that diversity is a strength and a key component of long-term sustainability. We are committed to building a workforce that reflects a broad range of backgrounds, perspectives, and experiences.

- **Inclusive Hiring:** Recruitment processes will promote equal opportunity and aim to eliminate bias related to race, gender, ethnicity, age, religion, disability, sexual orientation, or socio-economic background.
- **Workplace Equity:** We will actively support an inclusive culture that respects individual differences and provides equal access to growth and advancement for all employees.
- **Training and Accountability:** Employees and management will receive training on diversity, equity, and inclusion. Leadership will be held accountable for fostering inclusive teams and fair practices.
- **Multinational Sensitivity:** We recognize the multicultural nature of our workforce and will accommodate cultural and religious practices wherever possible, consistent with operational needs.

9. Code of Conduct and Behavior

- All employees are expected to act professionally, respectfully, and with integrity at all times.
- Harassment, bullying, or abusive behavior will not be tolerated and will result in disciplinary action, up to and including termination.
- We promote open communication, mutual respect, and a zero-tolerance approach to any form of discrimination or retaliation.

10. Monitoring and Compliance

- The HR department and Compliance team are responsible for monitoring adherence to this policy.
- Regular audits and employee feedback surveys will be conducted to ensure alignment with our values and continuous improvement.
- Violations of this policy may result in corrective actions, including disciplinary measures or termination of contracts.

11. Review and Updates

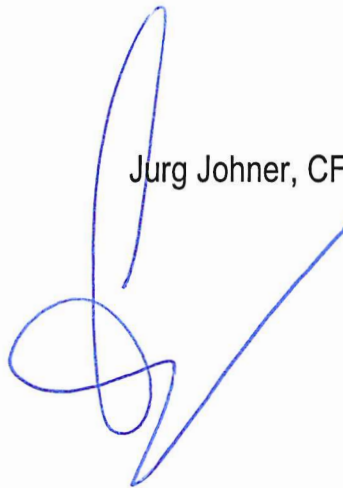
This policy will be reviewed annually, or sooner if necessary, to ensure compliance with legal requirements, industry best practices, and internal ethical commitments.

Acknowledgment

All employees are required to read, understand, and acknowledge this Labor Guide and Ethnic Policy as part of their onboarding process.

Geneva, January 3rd, 2025

Jurg Johner, CFO

A handwritten signature in blue ink, consisting of a large loop followed by a checkmark-like stroke.