



Tanmiah Food Company

Human Rights Guidelines

Tanmiah Foods Company is committed to respecting and upholding human rights in all aspects of our business operations. We recognize our responsibility to respect the dignity, rights, and well-being of our colleagues, customers, suppliers, and the communities in which we operate. Our human rights guidelines reflect our commitment to compliance with the applicable laws and regulations, including the Saudi labor law. Additionally, we are committed to promoting social responsibility and respect for human rights throughout our operations, supply chain, and the wider community, and to operating in an environmentally sustainable manner.

NON-DISCRIMINATION

Tanmiah Foods Company does not discriminate based on race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected under Saudi labor law. We are committed to providing equal opportunities for all colleagues, customers, and suppliers.

CHILD LABOR

Tanmiah Foods Company strictly prohibits the use of child labor in any of our operations or supply chains. We comply with the provisions of the Saudi labor law, which prohibits the employment of minors under the age of 18.

FORCED LABOR

Tanmiah Foods Company does not tolerate any form of forced or involuntary labor. We respect the rights of our colleagues to choose their employment freely, and we ensure that our recruitment and employment practices comply with the applicable laws.

WORKING HOURS AND WAGES

Tanmiah Foods Company ensures that all colleagues are fairly compensated for their work, in compliance with the laws and regulations. We recognize the importance of work-life balance and provide reasonable working hours and break periods to our colleagues.

HEALTH AND SAFETY

Tanmiah Foods Company is committed to providing a safe and healthy work environment for all colleagues, customers, and suppliers. We comply with the provisions of the Saudi labor law regarding workplace safety and health, and we continuously strive to improve our safety practices. Please refer to our HSE guidelines for further information.

SUPPLIER RESPONSIBILITY

Tanmiah Foods Company expects our suppliers to uphold the same human rights standards that we do. We evaluate our suppliers on their compliance with our human rights guidelines, including the Saudi labor law. We work with our suppliers to address any issues and improve their practices.

SUSTAINABILITY

Tanmiah Foods Company recognizes its role as a responsible corporate citizen and the importance of sustainable development and its impact on human rights. We strive to reduce our environmental footprint through sustainable practices in sourcing, production, and distribution. We are committed to promoting sustainable practices in our operations and supply chain to ensure the well-being of our colleagues, customers, suppliers, and the communities in which we operate.