

Corporate Sustainability Policies

Charitable Donations and Sponsorships Policy





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1. Policy Purpose

The purpose of this policy is to review sustainability initiatives, charitable donations and sponsorships requests and make decisions based on our internal criteria and with respect to all national and international regulations.

We are committed to supporting and improving the lives of members of the communities and we consider charitable giving to be a key part of our commitment to the continued development of those communities.

2. Applicability

This Policy applies to all employees of Aramex and its worldwide Related Parties, including officers, directors, full-timers, part-timers, contract and temporary employees. It covers all aspects of work, transactions, activities and business endeavors.

3. Applicable laws

Aramex is committed to fair and ethical business practices and avoiding corruption of all kinds, including any corruption that could be from donations. also, We are committed that any request for a partnership, financial or in-kind support should be reviewed to be fit with international and local laws, and make sure that donation will not cause concern or raises questions as to why it has been accepted and comply with local and international laws.

4. Responsibility (Call for Action)

As employees and Related Parties of Aramex, we are all responsible to uphold the company values and conducting business with integrity and honesty. The following actions must be taken to fulfill our commitment to fair and ethical business practices:

- Stay alert of any red flags suggesting wrongdoing by another employee or a Related Party.
 - Support and encourage other employees and Related Parties to comply with this Policy.
 - Direct all sustainability, donation, or sponsorship requests at the Sustainability Team.
- Employees are not allowed to make promises of any financial or in-kind support under the company name without going back to the Sustainability Team. For more details, you must read and follow:

Aramex Anti-corruption Policy <https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-anti-corruption-policy.pdf>

And, Third Party Due Diligence Policy

<https://dotcomaramexprod.blob.core.windows.net/default/docs/default-source/aramex-policies/aramex-third-party-due-diligence.pdf>

5. Reporting Violation

If you have any questions or concerns, or if you witness potential violations of this Policy, you must share your concerns with us. We operate under a “no retaliation” policy, which means that we will never retaliate against anyone who reports a concern to us in good faith. Additionally, your report will be treated with the highest level of confidentiality and we will endeavor to ensure that your identity is not disclosed.



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If you prefer, you may anonymously report concerns through the Compliance Hotline at **Service Center - Whistle Blowing** <whistleblowing@aramex.com>.

Additionally, you may request the guidance of the following resources when you are uncertain about any obligations under this Policy:

- Compliance Department.
- Legal Department.
- The Human Resources Department; or
- Direct Manager (unless the nature of the issue makes doing so inadvisable).