

Corporate Sustainability Policies

Political Contributions and Involvement Policy





Political Contributions and Involvement Policy

1. Policy Purpose

The purpose of the Political Contribution Policy is to prevent accepting or giving political contributions of any kind.

This Policy:

- Describes the various stages of Aramex's political contribution strategy.
- Illustrates situations where a red flag may exist when dealing with political contributions; and
- Details the avenues of support to be used for reporting compliance concerns and gaining additional guidance.

This policy establishes the standards for political engagement by the directors, officers, and employees of Aramex. Political contributions and involvement include providing any kind of financial, in-kind or verbal support to any political party, movement or position. Support includes but not limited to: sums of money, provision of a free or discounted service, provisions of loan, in-kind contribution of company facilities, equipment, employee time or payments for attendance at a function held by political stakeholders.

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 has zero-tolerance of political contribution and anything is related to this such as include providing any kind of financial, in-kind or verbal support to any political party, movement or position. Support includes but not limited to: sums of money, provision of a free or discounted service, provisions of loan, in-kind contribution of company facilities, equipment, employee time or payments for attendance at a function held by political stakeholders.

4. RESPONSIBILITY (CALL FOR ACTION)

As employees and Related Parties of Aramex, we are all responsible to uphold the company values and to conduct business with integrity and honesty.

The following actions must be taken to fulfill our commitment to fair and ethical business practices:

- Step away from situations that involve political engagement or those that may be viewed as involving political.
- 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.

Aramex as an entity maintains political neutrality wherever it operates, which ensures a professional environment that is based on respect to political diversity and differences. However, all employees at Aramex have the right to engage in the political process and have the freedom of association with any political, religious, social and other affiliations as long as it is done in their own personal capacity and not in the name of Aramex at any given time. For more details, you must read and follow the [Third Party Due Diligence Policy](#).



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.

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).