

CODE OF CONDUCT
on community-worker interactions to avoid
Community Exposure to Disease
MIDOR REFINERY EXPANSION PROJECT

MIDOR fully understands that no company can operate without the acceptance of the surrounding community. We deeply concern for the minimization of all potential adverse impacts, either environmental or socio-economic and we constantly effort to work responsibly and to have a positive impact on the communities in which we operate. The present Code of Conduct provides general guidance and complements MIDOR's policy and rules regarding the workers-community interactions in order to especially avoid Community exposure to diseases, and it must be acknowledged and respected by all personnel working in the MIDOR Expansion Project.

All MIDOR's employees, contractors' personnel, temporary workers, visitors and other personnel within the refinery including security staff must comply with the following:

- Comply with law
- Comply with MIDOR's policies, procedures, rules and indications
- Be aware of MIDOR's commitment toward its employees and toward the local community
- Respect and treat with dignity and fairness all individuals within and outside the workplace, including colleagues, other personnel working in the MIDOR Expansion Project and within the Refinery, local society and any other citizen, independently on their role, job, social position, gender, religion, health status or sexual orientation.
- MIDOR won't allow any kind of discriminatory behavior, harassment or victimization ,If employees consider that they have been subject to discrimination and/or harassment in the course of their employment, they must report this to their appropriate manager
- Attend all compulsory training modules provided by MIDOR and / or its Contractors regarding Occupational Health and Safety and Social matters
- Follow general and company's instructions (provided by MIDOR and / or its Contractors) to prevent and avoid the transmission of infectious diseases
- Be aware of the possibilities offered by MIDOR to get information about HIV/AIDS risks and how to address them.

Please be informed that for what concerns exposure to HIV/AIDS, MIDOR commits to ensure the following:

MIDOR will protect the confidentiality of employees' personal medical information.

MIDOR recognizes that an employee with HIV/AIDS or another life-threatening illness may wish to continue in as many of his/her normal pursuits as his/her illness allows, including work. MIDOR will be supportive for the employee who is medically able to perform his/her job.

While accommodating employees with life-threatening diseases and other disabilities, however, MIDOR recognizes its obligation to provide a safe work environment for all employees. MIDOR is sensitive and responsive to coworker's concerns and will emphasize employees' education.

Senior management endorses nondiscriminatory employment practices and education programs or information about AIDS.

MIDOR will raise and support awareness about HIV/AIDS through specific training modules and other initiatives

Hossam Asaad
MIDOR Expansion Director

