

Almarai® ESG policies & position statements

Ethical Sourcing Policy

This Ethical Sourcing Policy from Almarai Company (“Almarai”) sets forth the principles and standards we strive to achieve and describes our expectations for supplier adherence. It applies to all suppliers of goods and services, and their associated employees, agents and/or subcontractors, who do business with or on behalf of Almarai (“suppliers”). All suppliers are responsible for ensuring their practices are consistent with the practices herein.

Almarai will continue to adopt ethical practices:

1. To conduct business in accordance with Almarai’s Code of Conduct¹;
2. For suppliers to comply with all applicable laws and regulations relating to anti-corruption and anti-bribery to protect the confidential and non-public information of Almarai.
3. For suppliers to prohibit unlawful employment of children under the legal age of work.
4. For suppliers provide fair treatment to all employees and shall not engage in unlawful discrimination, harassment, or abuse of any kind.
5. For suppliers to provide employees compensation with wages and comply with all applicable laws and regulations regarding maximum working hours.
6. To encourage suppliers to go beyond the legal requirements and implement plans to reduce the use of natural resources.
7. For suppliers to comply with all applicable environmental laws and regulations.
8. For suppliers to manage the health and safety risks and enable a safe and hygienic workplace that complies with all applicable laws.
9. To demonstrate that product safety and quality management systems comply with all applicable food safety laws and regulations.
10. To evaluate and treat suppliers fairly without taking into consideration any non-business considerations.

Almarai will communicate the Ethical Sourcing Policy to all its employees and external stakeholders, and ensure it is freely available to the wider community. This policy will be reviewed and updated as required.

This policy, supported by Supply Chain Division, will be applied to all business operations and services carried out by Almarai.

Almarai requires all employees and stakeholders to fully conform with Almarai’s Ethical Sourcing Policy to ensure it achieves its goals and objectives.

The Almarai CEO is responsible for Almarai’s Ethical Sourcing practices and sign this policy in acknowledgment of this.



Abdullah Albader
Chief Executive Officer

¹See Almarai’s [Code of Conduct](#) for more information on the principles and standards we strive to achieve as a company.