

Thank you for reaching out to us regarding the recent report from Equidem that alleges labor rights violations experienced by workers employed by our subcontractors in the United Arab Emirates. We take these allegations very seriously and are committed to upholding the highest standards of ethical conduct and the protection of human rights.

While we appreciate the concerns raised by Equidem, we have not received the necessary information to investigate the alleged human rights violations in the UAE. We will investigate these concerns and take appropriate and necessary remedial action once we receive the requested additional information (see attached emails dated 13 and 14 of November to Equidem).

We would like to take this opportunity to highlight our commitment to human rights, which is reflected in our human rights policy statement (attached for your reference). We have implemented policies and procedures to prevent human rights abuses and labor exploitation and provide training and education to our employees and suppliers on ethical conduct and human rights. We also have a Code of Conduct for Suppliers that outlines our expectations for our business partners and take any violations of these standards very seriously. We take all allegations of human rights violations seriously and have a zero-tolerance policy for such violations. If any violations are identified, we take remedial action to ensure that the rights of migrant workers are protected within our operations in the United Arab Emirates. We appreciate your interest in this matter and are happy to provide further information upon request.