AiTech Synergy Innovations LLC

Compliance & ESG Policy Binder

Purpose: This binder consolidates AiTech Synergy Innovations LLC's core compliance, ESG, and governance policies for use in vendor registrations, mining clients, EPC contractors, and banking/compliance reviews.

Company: AiTech Synergy Innovations LLC (UAE)

Document Owner: Management / Compliance
Version: v1.0

Effective Date: February 2026

Review Frequency: Annual (or earlier if regulations/client requirements change)

Approval: Managing Director / Authorized Signatory

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1. Quality Policy

AiTech Synergy Innovations LLC is committed to delivering high-quality products and services that meet or exceed customer expectations. We supply compliant, traceable, and technically correct industrial materials for global projects and marine, mining, and oil & gas applications.

Commitments

- Supply materials that conform to required technical standards and project specifications.
- Work only with verified and reputable manufacturers and distributors.
- Maintain accuracy, transparency, and traceability across procurement and supply activities.
- Continuously improve operational efficiency, documentation control, and customer satisfaction.
- Ensure shipments are checked for compliance and documentation completeness prior to dispatch.

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2. Health, Safety & Environment (HSE) Policy

AiTech is committed to providing a safe and healthy working environment for employees, contractors, and visitors.

Commitments

- Comply with applicable UAE health and safety regulations and recognized good practices.
- Prevent workplace incidents through risk assessment and appropriate control measures.
- Promote safe handling, storage, and transportation of industrial materials and equipment.
- Provide basic safety guidance and role-based awareness for staff and project interfaces.
- Maintain essential emergency procedures and communication protocols.

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3. Environmental Policy

AiTech aims to minimize environmental impact arising from its operations and supply chain activities.

Commitments

- Reduce waste and encourage recycling whenever feasible.
- Optimize shipping, packaging, and order consolidation to reduce carbon footprint.
- Comply with environmental laws and requirements in all operating regions.
- Encourage suppliers and logistics partners to adopt environmentally responsible practices.
- Promote efficient use of resources and energy within internal operations.

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4. Labour & Human Rights Policy

AiTech upholds internationally recognized labour and human rights principles and applies a zero-tolerance approach to exploitation.

Commitments

- Zero tolerance for child labour, forced labour, or modern slavery within our operations or supply chain.
- Provide fair wages, lawful working conditions, and equal opportunity for employees.
- Respect freedom of association and lawful worker representation, in line with applicable local laws.
- Maintain a workplace free from discrimination, harassment, and unfair treatment.
- Apply responsible recruitment practices and ethical supplier selection.

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5. Non-Discrimination & Anti-Harassment Policy

AiTech maintains a workplace based on dignity, fairness, and respect.

Commitments

- Equal treatment regardless of nationality, gender, religion, age, or background (where legally applicable).
- Zero tolerance for harassment, bullying, intimidation, or abusive conduct.
- Recruitment, development, and promotion decisions based on merit, competence, and performance.
- Expectation of respectful behavior from all employees and business partners.

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6. Grievance & Whistleblowing Policy

AiTech provides safe, confidential channels for employees, suppliers, and partners to raise concerns.

Commitments

- Confidential reporting of unethical behavior, safety concerns, misconduct, or policy violations.
- No retaliation against any person reporting concerns in good faith.
- Fair and timely review and investigation of all reported issues.
- Escalation to senior management for serious matters or unresolved issues.

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7. Anti-Bribery, Anti-Corruption & AML Policy

AiTech applies a zero-tolerance approach to bribery, corruption, fraud, and money laundering.

Commitments

- Comply with UAE anti-corruption and AML laws and relevant international expectations where applicable.
- Prohibit bribes, kickbacks, facilitation payments, or any improper advantage.
- Conduct reasonable due diligence on suppliers and customers to reduce illicit activity risks.
- Maintain transparent invoicing, documentation, and appropriate internal controls.
- Escalate suspicious activity internally and cooperate with authorities when legally required.

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8. Supplier Code of Conduct

AiTech expects suppliers to operate ethically, safely, and responsibly toward people and the environment.

Supplier Requirements

- No child labour, forced labour, or modern slavery.
- Safe working conditions and legal compliance.
- Compliance with anti-bribery, anti-corruption, and AML expectations.
- Honest documentation, certifications, and traceability for supplied materials.
- Environmental responsibility including safe handling and waste reduction practices.
- Non-discrimination and fair treatment within the supplier's workplace.

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9. Employee Code of Conduct

All AiTech employees must uphold high standards of professional conduct and integrity.

Core Principles

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