

Compliance Policy

Salehiya Trading Company aspires to elevate the healthcare experience in Saudi Arabia through effective digital transformation and innovative technology solutions. Salehiya's core fundamentals and strong performance thrives by integrating ethical principles to elevate the standards of care by adopting an effective Compliance Management System.

Salehiya is committed and aims to achieve this by:

- Aligning Compliance Management System to Salehiya's strategic objectives and risk appetite, and to be based on the requirements of ISO 37301:2021 Compliance Management Systems.
- Embedding a positive compliance culture that supports compliance governance principles to "Act ethically and with integrity". Behaviors that create and support compliance will be encouraged and behaviors that compromise compliance will be unacceptable.
- Ensuring alignment with the organization's objectives, values, and strategy.
- Proactively identifying the compliance risks impacting Salehiya and assessing their potential consequences. Employees who breach compliance obligations or fail to participate in compliance training or other compliance programs, may be subject to applicable disciplinary actions and/or employment termination.
- Salehiya takes compliance seriously and expects all employees to fulfill their compliance obligations with responsibility. Each area of the business is accountable for managing key compliance risks and ensuring that employees understand and are aware of their compliance obligations.
- As part of the policy, any concerns must be raised via Salehiya's established open reporting framework. Retaliation is prohibited and shall bare consequential disciplinary actions and or employment termination.
- Adopting one of the fundamental principles of compliance practice, compliance function shall be sufficiently independent of the business activities, to discharge its responsibilities objectively and by embedding compliance into all aspects of Salehiya's operational policies and procedures.
- Ensuring all applicable requirements, commitments as well as compliance obligations, whether international, regional, or local; should be fully understood and adopted by all those participating in the business.
- Encourage the proactive reporting and remediation of compliance related complaints, breaches, incidents and issues through an established compliance/breach reporting and complaints handling process.
- All Managers should acknowledge, actively monitor, and manage the legitimate concerns of all Internal/externals stakeholders and must appropriately consider their business interests and objectives through compliant decision-making, and business operations.
- Developing and implementing a training program for staff members across all levels. This program should increase the awareness of the staff on the importance of compliance aspects and educate staff members on the Code of Conduct and Ethics as well as on Anti-Bribery and Anti-Corruption aspects.
- Establishing compliance objectives, which along with this policy must be regularly reviewed by Compliance Department and approved by executive Leadership.
- Continually improving the effectiveness of Compliance Management System.



Jalil Juha

CEO

This policy is available as documented information and it is the responsibility of all employees to ensure it is understood, implemented and maintained throughout all levels of Salehiya and this policy is made available to all interested parties, as appropriate through Induction, Notice Board and posting it in the company's website.