

Human Rights Framework

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1. Introduction

1.1 Background

As defined by the Office of the United Nations High Commissioner for Human Rights, human rights are rights inherent to all human beings, whatever their nationality, place of residence, gender, national or ethnic origin, colour, religion, language or any other status. All individuals are equally entitled to human rights without discrimination. These rights are all interrelated, interdependent and indivisible.

1.2 Purpose

Gulf International Bank B.S.C. is deeply committed to upholding human rights in all facets of our operations. We recognise our responsibility and support to respect and promote human rights as outlined in the [United Nations Guiding Principles on Business and Human Rights](#). These principles are based on three main pillars:

Pillar I: The State Duty to Protect Human Rights

Pillar II: The Corporate Responsibility to Respect Human Rights

Pillar III: Access the Remedy

By adopting these principles, GIB aims to ensure the contribution of the respect, protection and fulfilment of human rights and that effective remedies are available when human rights abuses occur.

Respecting human rights is fundamental to our approach. This commitment enables us to support our colleagues, clients, and communities, fostering an environment where everyone can thrive globally.

At GIB, we respect human rights through our employment policies, supply chain screening and responsible provision of products and services. Our approach is tailored to the diverse needs of our customers and clients across various regions and sectors. We implement relevant policies through relationships with customers, suppliers, employees, and companies we invest in, while complying with local laws. Following the UN Guiding Principles, we focus on the human rights areas most relevant to our operations and supply chains, aiming to do no significant harm.

1.3 Scope

This framework shall apply to all GIB B.S.C. employees.

1.4 Review and Update

This Framework is owned by the Sustainability department and is required to be reviewed every two years, or more frequently, if necessary, based on changes in the Bank's processes, systems, or regulatory requirements.

2. Governance

2.1 Organisational Structure

This Policy is formalised under the Sustainability Unit that reports directly to the Chief Sustainability Officer.

2.2 Framework

We are fully committed to upholding the highest standards of human rights and labour practices in line with the United Nations Sustainable Development Goals ([SDGs](#)).

3. Human Rights Framework

3.1 Employees

GIB is committed to maintaining a work environment that supports productivity, personal goals, dignity, diversity and self-respect of all its people, free of offensive behaviour, intimidation and harassment and everyone is expected to treat their colleagues accordingly.

We are fully committed to upholding the highest standards of human rights and labour practices in line with the United Nations Sustainable Development Goals ([SDGs](#)). As part of our dedication to SDG 8 (which aims to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) we explicitly endorse and implement policies to eliminate forced and child labour.

Our employees are well-informed about their employment rights through written contracts, policies, handbooks, and internal websites. We provide training on diversity and inclusion, bullying and harassment, racism, and data privacy. Additionally, as part of our financial crime control framework, employees receive regular training on anti-money laundering, anti-bribery and corruption, and financial sanctions and export controls, which intersect with human rights risks.

GIB is committed to conducting human rights due diligence to identify, prevent, mitigate, and address adverse human rights impacts. This process involves assessing actual and potential impacts, integrating, and acting on findings, tracking responses and communicating how those impacts are addressed. Our due diligence covers adverse impacts caused or contributed to by GIB's activities or linked to our operations, products, or services through business relationships.

3.2 Clients

Where financing is used for general corporate purposes, GIB determines whether the core business of the recipient falls under the eligible green, social or transition criteria. An assessment is conducted on a deal-by-deal basis. Eligible activities are defined as above (environmental, social, transition or a combination), consistent with the principles / standards listed.

From a Compliance perspective, in relation to clients, media searches and World-Check screening are conducted to identify any negative news, including human rights abuses.

3.3 Suppliers

GIB upholds an Ethical and Environmental Code of Conduct for Suppliers, requiring them to respect human rights and comply with all relevant laws in the countries and communities where they operate.

GIB aims to work with suppliers and third parties whose standards and behaviours are aligned with ours. Our suppliers and third-party providers are contractually bound to comply with relevant legislation and to behave in a responsible, fair, and ethical manner at all times.

GIB is committed to continuous improvement and vigilance in upholding our suppliers' code of conduct standards to ensure the ethical and respectful treatment of all workers within our supply chain.

4. Related Policies

- [Code of Conduct](#)
- [Outsourcing and Third-Party Supply Code of Conduct](#)