

## CORPORATE PLEDGE

### Promoting Sustainable and Innovative Business by Protecting Freedom of Religion or Belief

Span Construction & Engineering (SPAN) affirms that freedom of religion or belief (“FoRB”) is a fundamental right. SPAN also recognizes that religious freedom promotes sustainable and innovative businesses, contributes to human flourishing, and results in peaceful and stable societies. For these reasons, and with a vision of a future of innovative and sustainable economies where FoRB and diversity are respected, SPAN strives to be a leader in promoting and protecting FoRB in its workplace and communities. SPAN will not tolerate abuses of religious freedom within its sphere of influence.

### Non-Discrimination and Non-Harassment on the Basis of Religion or Belief

SPAN respects each individual’s rights to freedom of religion or belief, provides equal employment opportunities to all employees and prohibits discrimination on the basis of religion or belief. This prohibition on religious discrimination applies to all aspects of employment including, without limitation, recruitment, interviewing, hiring, training, job assignments, promotions, demotions, compensation, benefits, transfers, terminations. SPAN will take appropriate action upon receiving a report consistent with its general non- harassment and non-discrimination policy.

### Religious Accommodation and Inclusion

SPAN promotes a religiously inclusive environment where each employee’s beliefs are recognized and respected, but where religion or belief is not a matter of force or coercion. Consistent with this policy, an employee may seek, and SPAN will provide, a reasonable religious accommodation that does not create an undue hardship on SPAN’s business if his or her religious beliefs, observances, practices, or requirements conflict with his or her job, work schedule, SPAN’s policy or practice on dress and appearance, or with other aspects of employment.

### Protecting and Promoting Freedom of Religion or Belief in Our Communities

SPAN strives to be a leader in promoting and protecting freedom of religion or belief (FoRB) among its stakeholders and in the broader community. Among other practices that are consistent with this policy, SPAN will strive to support local, national and global initiatives that promote FoRB.

King Husein

NAME

Chairman & CEO

POSITION

SIGNATURE

Span Construction & Engineering, Inc

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