

# Equal Opportunity Policy



Jazal Engineering and its affiliates (the "Company"), respects inclusion and diversity as cornerstones of our corporate culture and our workplaces possess no discrimination but rather equal opportunity. We offer extensive opportunities for our people to develop career with a safe environment regardless of their color, origin, culture, gender or religion. All forms of discrimination by any person within the company or stakeholders will be treated seriously. We make the best effort to eliminate any kind of racial discrimination, religious and harassment. Encourage, celebrate, and learn from our people's cultural diversity; and ensure that all our HR decisions are made without any discriminatory factors but based on merit and promote fair treatment. Our aim is to create and keep a team that is diverse in experience and background but motivated in reflecting our standards of integrity and excellence. As a result, our hiring initiatives reflect our commitment to attract and retain the best and brightest from all talent pools. We want to be prospective employee's first choice of place to work, and remain as an equal opportunity employer committed to diversifying our workforce.

"Trust, respect, fairness and dignity will reflect spirit of working together at Jazal"

## **Commitments to equality**

- Encouraging equal opportunity for all.
- Fostering a constructive and collaborative work environment in which all people are treated with equal dignity and respect.
- Preventing instances of illegal indirect and direct discrimination, abuse, and intimidation.
- Meeting all regulatory obligations under UAE Anti-discrimination laws (Federal Decree Law No. 2 of 2015) and policies.
- Treating any violations of the equal opportunities policy as misbehaviour that may result in disciplinary action.
- Treating and inclusive growth of people of determination (Disability Act-Federal Law No. 29/2006) and guarantees them the right to live with dignity
- Respect and dignity should be extended to all people, including potential employees, clients, subcontractors, vendors, and members of the general public.

## **Monitoring, Evaluation and Review**

We maintain and review the employment records of all our employees in order to monitor the progress of this policy. This policy is fully supported by senior management and will be monitored and reviewed annually. Make the employee informed of their responsibilities under this policy, as well as the Company's commitment to fostering equal opportunity. Violation of our equality policy will be considered misconduct and may result in disciplinary action.