



DAMAC Diversity & Inclusion Policy

(DAMAC Real Estate Development Limited)

Equality, Inclusion and Diversity

We believe in providing equality of opportunity.

Our Principle

We are committed to recruiting and promoting our employees fairly and without discrimination. We actively recognize diversity by building a culture of equal opportunity, mutual respect, and collaboration. Fair employment policy: DAMAC does not take any decision and is not influenced by any factors that do not have a direct bearing on the ability of the individual to perform the job.

Workplace diversity: Means having an inclusive, respectful environment that accepts each individual's differences, embraces their strengths, skills, and attributes and provides opportunities for all employees to achieve their full potential.

Inclusion: Everyone has something unique to contribute and we believe that active inclusion promotes lateral and original thinking and is the best way to promote and leverage skills and talents, and to achieve superior organizational performance.

We Never

- Provide development opportunities or promote employees other than on merit and based on work performance and potential.
- Discriminate or base our decisions, including hiring, promotion, evaluation and termination, on the basis of a person's nationality, ethnicity, race, religion, gender, national origin, disability, actual or perceived sexual orientation, gender identification, employment status, political affiliation, or any such personal characteristics.

We Always

- Hire the best person for the role and promote based on merit.
- Give people opportunities on an equal basis.
- Respect the employment laws in the countries where we operate and comply with any national or local regulations.
- Act and support others to maintain a work environment where all are respected and which is free of discrimination, harassment, and bullying.
- Remain open and flexible to different needs and perspectives in the workplace.



Harassment, Bullying, Gossip, Rumor and Discrimination

We do not tolerate harassment, bullying, gossip, rumor, or discrimination in our workspace.

Our Principle

We treat our employees, contractors, consultants, customers and third parties with whom we interact or do business with respect and dignity and ensure that others do the same. We do not allow behavior or actions that make those who work for or with us feel inferior, humiliated, upset, or threatened.

Harassment means behavior or actions towards an individual or group that makes them feel intimidated, humiliated, unwelcome, or threatened.

Bullying means saying or doing something offensive, abusive, intimidating, or threatening that makes another individual feel upset, threatened, humiliated, or vulnerable, or undermines their self-confidence.

Discrimination means treating a certain person or group differently, based on factors such as race, sex, age, gender, religion, caste, color, national origin, disability, actual or perceived sexual orientation, gender identification, employment status, or political affiliation.

We do not entertain **gossip** at work and always refrain from **spreading rumors** or any false information that may lead to unknown consequences.

Every DAMAC employee is responsible for creating a work environment free of discrimination and harassment. Every Head of Department is responsible for making sure the members of his or her department fully understand and adhere to this policy.

We Never

- Harass, bully, or discriminate against others.
- Make inappropriate jokes or comments, or participate in gossip or rumors.
- Tolerate any physical violence in the workplace.
- Threaten a colleague with physical violence.
- Act in a way which is unacceptable or inappropriate or that could cause offence to others or bring the company into disrepute.

We Always

- Speak out against harassment, bullying, and discrimination.
- Support others who challenge or report this kind of behavior.

Approved by Chairman and DAMAC Real Estate Development Limited Board on 26th of June 2023