



ANTI-DISCRIMINATION POLICY

This policy is to provide a work environment where all employees, contractors, and job applicants are treated with dignity and respect. **Hamad Industrial Company** is committed to a culture of inclusivity where professional advancement is based solely on individual merit, qualifications, and competence.

This policy applies to all employees, contractors, subcontractors, and other personnel involved in inspection activities on behalf of **HIC**. It covers all operations, including site inspections, certification issuance, and vendor interactions.

HIC Strictly prohibits discrimination or harassment against any individual based on protected Characteristics, including but not limited to:

- Race, color, or ethnic origin.
- Nationality or citizenship status.
- Religion or religious beliefs.
- Gender, pregnancy, or family status.
- Age or physical disability (provided the individual can safely perform essential job functions).
- Any other characteristic protected by local labour laws.

Harassment, including verbal, physical, or visual conduct that creates an intimidating or hostile environment, will not be tolerated. This includes:

- Derogatory comments, slurs, or "jokes" regarding a protected characteristic.
- Displaying biased or offensive materials.
- Any form of sexual harassment or unwelcome advances.
- To the extent possible, all reports will be handled with discretion to protect the privacy of those involved.
- Any employee found to have violated this policy will be subject to disciplinary action, which may include formal warnings, suspension, or termination of employment.
- The Board of Directors will review this policy annually to ensure its effectiveness and compliance with evolving local and international laws.
- These above policies will be effectively communicated to all employees and regularly reviewed to ensure its ongoing effectiveness and suitability.

A handwritten signature in blue ink, appearing to read 'Hamed', is positioned above a horizontal line.

Hamed Saleh Ali Alyami
Chief Executive Officer (CEO)
HAMAD INDUSTRIAL COMPANY