

ADVANCED FACILITIES MANAGEMENT

Policy: | WORKPLACE DIVERSITY & INCLUSION POLICY

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Superseded Policy:	Original
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Issued by:



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1. Objective:

Advanced Facilities Management (together with its subsidiaries, or the "Company") are committed to workplace diversity and inclusion:

- (1) Support commitment to anti-discriminatory practices and fosters equal;
- (2) Effectively make an opportunity through the removal of systemic barriers; and
- (3) Effectively reinforce compliance with AFM human rights policy as part of the organization's commitment and values

2. Scope:

Workplace Diversity and inclusion policy is put in place to protect employees from discrimination. Our policy seeks to guarantee staff equal treatment regardless of a particular identity or historical oppression in relation to employment, offers of employment and in other instances not related to employment.

AFM will strive to create better communities through the vision - mission, working at creating inclusive workplaces that are respectful, welcoming of diversity and nurturing a cultural acceptance at the workplace.

3. Statement of Policy:

AFM Workplace Diversity and inclusion policy is committed to creating an inclusive and supportive workplace that involves:

- Leading by example with a clear commitment from the top to down that diversity is important
- Effectively implementing policies and procedures to support diversity, anti-discrimination and anti-harassment
- Effectively promoting (both internally and externally) the organization's commitment to diversity
- Holding all AFM staff and volunteers accountable
- Providing training and awareness in the workplace

AFM regularly examines its current practices to ensure that inclusivity and diversity are supported proactively by:

- Promoting the organization as an inclusive workplace
- Recruiting and selection processes that consider alternative qualifications
- Reviewing processes and documents to ensure that bias/discriminatory practices are removed
- Reviewing policies and practices to ensure that they comply with AFM human rights Policy

Employees with supervisory responsibilities are provided with relevant learning opportunities to ensure they have the skills to support the development of an inclusive workplace.

AFM works with employees to accommodate religious observation and/or disabilities to the mutual benefit of employees and the organization.

AFM Workplace Diversity and Inclusion policy corresponds to our Group commitments:



In 2013, AFM voluntarily signed the United Nations Global Compact. The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with (10) ten universally accepted principles.