



## EQUALITY AND DIVERSITY POLICY OF TÜV SÜD Middle East LLC

- **TÜV SÜD Middle East by its Top Management is committed** to eliminate discrimination and encourage diversity amongst our workforce, Our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.
- To that end the purpose of this policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, color, nationality, national origin, disability, sexuality, religion or age. We oppose all forms of unlawful and unfair discrimination.
- All employees, whether working part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organization.
- **Our TOP Management commitment:**
  - To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
  - Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
  - Training, development and progression opportunities are available to all staff.
  - Equality in the workplace is good management practice and makes sound business sense.
  - We will review all our employment practices and procedures to ensure fairness.
  - Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
  - This policy is fully supported by senior management and has been agreed by Mr. Salah Safah
  - The policy will be monitored and reviewed annually.
  - We will implement the intentions in this policy via an annual action plan.

**CEO Middle East Region:**

**Date: 03-01-2022**

**Mr. Salah Safah**