



## Equality and Diversity Policy

At OP, we believe in creating an inclusive workplace where diversity is celebrated, and all employees are treated with respect and fairness. Our aim is to provide equal opportunities for everyone, irrespective of their race, gender, age, religion, disability, or any other characteristic protected by law.

We are committed to promoting a culture of equality, diversity, and inclusion in all our activities, including recruitment, selection, training, promotion, and management. We will ensure that all employees are aware of their responsibilities towards equality and diversity and will provide training and guidance to support this commitment.

We will actively work towards achieving the following UN Sustainable Development Goals (SDGs) through our commitment to equality and diversity:

**Goal 5: Gender Equality** - We will work to eliminate discrimination and gender bias in all our practices, including recruitment, training, promotion, and management. We will strive to achieve a balanced gender representation at all levels of our organization.

**Goal 8: Decent Work and Economic Growth** - We will provide a fair and inclusive work environment that values diversity and promotes equal opportunities for all employees. We will provide training and development opportunities to ensure that our employees can reach their full potential.

**Goal 10: Reduced Inequalities** - We will work towards reducing inequalities in our workplace and will provide equal opportunities to all employees, irrespective of their background. We will foster a culture of respect, understanding, and inclusivity.

To achieve these goals, we will:

1. Ensure that all our policies and procedures are fair, inclusive, and non-discriminatory.
2. Promote an inclusive culture that values diversity and promotes equal opportunities.
3. Provide training and development opportunities to support the career progression of all employees.





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4. Monitor our performance against these goals and report regularly to our stakeholders.
5. Take appropriate action to address any issues or concerns related to equality, diversity, and inclusion in our workplace.
6. Continuously review and improve our policies and procedures to ensure that they align with our commitment to equality, diversity, and inclusion.

OP is committed to ensuring that all employees are treated with respect and dignity, and we will not tolerate any form of discrimination or harassment. We believe that promoting equality, diversity, and inclusion is not only the right thing to do, but it is also essential for our business success and sustainability.

A handwritten signature in purple ink, appearing to read 'Younis Al-Akhzami'.

**Dr. Younis Al-Akhzami**  
Chief Executive Officer

