



**NON-DISCRIMINATION AND ANTI-HARASSMENT
COMMITMENT**

1. Introduction

RAK Properties is committed to providing a workplace that is free from discrimination and harassment. We value diversity and inclusion and strive to create an environment where all employees are treated with respect and dignity. We explicitly prohibit all forms of:

- **Discrimination**
- **Sexual harassment**
- **Non-sexual harassment**

Emiratization, and any related programs, steps, or processes aimed at encouraging Emiratis and their empowerment, are not considered discrimination under this commitment.

2. Scope

This applies to all employees, contractors, vendors, customers, and any other individuals who interact with RAK Properties employees in the workplace.

3. Definitions

- **Discrimination:** Discrimination refers to the unfair or unequal treatment of individuals or groups based on their protected characteristics, such as race, color, religion, gender, national origin, age, disability, or any other protected status under UAE labor laws.
- **Harassment:** Any unwelcome behavior, comments, or actions that create an intimidating, hostile, or offensive environment.
- **Sexual harassment:** Any unwelcome sexual behavior that makes someone feel unsafe, intimidated, humiliated, or offended in all forms, verbal, non-verbal, physical, or digital, and it is about power and boundary violations rather than attraction.

4. Prohibited Conduct

RAK Properties prohibits any form of discrimination or harassment, including but not limited to:

- Offensive jokes, slurs, or comments.
- Verbal, physical, or written harassment.
- Displaying offensive material or images.
- Making derogatory or disrespectful remarks based on protected characteristics.
- Retaliation against individuals who report discrimination or harassment.

5. Reporting Procedure

Employees who believe they have experienced or witnessed discrimination or harassment should report the incident promptly. RAK Properties will ensure that complaints are treated confidentially to the extent possible. Employees can report incidents to their immediate supervisor, Line manager, Human Resources, Compliance Officer, or any designated individual within the organization.

6. Investigation

RAK Properties will conduct a prompt and impartial investigation into any reported incidents of discrimination or harassment. The investigation will be carried out by a trained individual or team who will interview relevant parties and gather evidence.

7. Disciplinary Action

Discrimination and harassment in any form are strictly prohibited and will not be tolerated. We maintain a zero-tolerance policy for discrimination and harassment.

Upon completion of an investigation, if it is determined that a violation has occurred, corrective or disciplinary action will be taken. This may include verbal or written warnings, suspension, termination, or other appropriate measures in accordance with UAE labor laws and company policies.

8. Retaliation

RAK Properties strictly prohibits retaliation against individuals who report discrimination or harassment. Any acts of retaliation will be subject to disciplinary action.

9. Training and Awareness

All employees will receive training on discrimination and harassment in the workplace to foster a respectful and inclusive environment. This includes guidance on recognizing inappropriate behavior and how to respond effectively.

10. Conclusion

RAK Properties provides a safe and inclusive workplace for all employees. We encourage open communication and expect all employees to uphold this policy. We will periodically review and update this policy as necessary to ensure its effectiveness and compliance with applicable laws.