



Diversity, Equity, and Inclusion Policy

Burjeel Holdings PLC



1. INTRODUCTION

- 1.1 Burjeel Holdings PLC including its affiliates and subsidiaries (“Burjeel”) is committed to cultivate a workplace that champions diversity, equity, and inclusion, embracing individuals of all backgrounds with unwavering respect and support. Regardless of race, ethnicity, gender identity, age, religion, disability, or any other defining trait, every employee is valued within the community.
- 1.2 Burjeel firmly believes that diversity not only enhances its organizational culture but also fuels innovation, reinforcing its capacity to cater to the needs of both patients and communities with excellence. DE&I stands for Diversity, Equity, and Inclusion.

2. POLICY STATEMENT

- 2.1 Under the Diversity, Equity, and Inclusion Policy (the “DE&I Policy”), Burjeel is committed to creating and maintaining a work environment that is free from discrimination and harassment on the basis of race, ethnicity, national origin, gender, gender identity, age, disability, religion, or any other protected characteristic.
- 2.2 Burjeel is committed to providing equal opportunities for all employees, and it will not tolerate any form of discrimination or harassment in the workplace. Burjeel will take appropriate disciplinary action against any employee who engages in discriminatory or harassing behavior, up to and including termination.
- 2.3 Additionally, Burjeel is committed to promoting diversity and inclusion at all levels of the company. This includes recruiting, hiring, and promoting employees from a wide range of backgrounds and experiences, as well as providing training and support to help all employees feel valued and respected.
- 2.4 Burjeel believes that fostering a diverse, equitable, and inclusive workplace is essential for its success, and Burjeel is committed to supporting its employees in this effort. Burjeel encourages all employees to join in creating a work environment that is inclusive and respectful of all individuals.

3. SCOPE

- 3.1 The DE&I Policy applies to all Burjeel employees, officers, directors, permitted assigns, and other third parties authorized to represent Burjeel (collectively referred to as the “Employees”).

4. OBJECTIVES

The DE&I Policy objectives include but are not limited to:

- 4.1 Recruiting and retaining a diverse workforce that reflects the communities Burjeel serves.
- 4.2 Providing equitable opportunities for career development, advancement, and leadership roles for all employees.

- 4.3 Creating an inclusive workplace culture through education, training, and awareness-building initiatives.
- 4.4 Ensuring that policies, procedures, and practices are fair, transparent, and free from bias.
- 4.5 The Nomination & Remuneration Committee will set measurable objectives for achieving gender diversity in the composition of the Executive Management and workforce generally. These objectives will be appropriate and meaningful. Performance against these objectives will be reviewed annually by the Nomination & Remuneration Committee. Burjeel will disclose these objectives and its progress in achieving them annually in its Sustainability Report.

5. RESPONSIBILITIES

- 5.1 **Leadership:** The Board of Directors and the Executive Management are responsible for championing DE&I initiatives, allocating resources, and holding themselves and others accountable for progress toward DE&I goals, including:
 - **Board Appointments** - The Board of Directors, in conjunction with the Nomination & Remuneration Committee, is responsible for approving the criteria for nomination as a Board Member. In doing so, the Board of Directors and Nomination & Remuneration Committee consider the skills, experience, expertise, and personal qualities that will best complement the Board's effectiveness and promote the Board's diversity.
 - **Succession planning** - The Board of Directors is responsible for the development and succession planning process for the CEO and other members of the Executive Management. The Executive Management is responsible for the development and succession planning process for all other employees. In making its decisions, the Board and the Executive Management will have regard to diversity criteria.
 - **Managers and Supervisors:** Managers and supervisors are responsible for creating an inclusive team environment, addressing any instances of discrimination or bias, and supporting the professional development of all team members.
 - **Employees:** All employees are expected to contribute to a culture of inclusion by respecting diversity, challenging bias, and actively participating in DE&I initiatives.

6. POLICY DETAILS

6.1 Recruitment and Hiring:

- Burjeel recognizes the importance of merit-based approaches in personnel recruiting and hiring processes, where skills and talent are central elements, in a context free from discrimination and in full respect of equal opportunities.
- Burjeel promotes transparent and objective recruiting and hiring processes that are aligned with the organization's vision, mission and values and its commitment to diversity, equity and inclusion. Ensuring equal opportunities underlies all processes related to attracting, selecting, and hiring new personnel, in compliance with current compliance & regulations.

6.2 Skills development and personal growth

- Burjeel is dedicated to cultivating a vibrant work atmosphere, empowering individuals with resources and training to nurture creativity, innovation, and collaboration while celebrating their distinctiveness. Embracing an inclusive ethos as a cornerstone value, Burjeel integrates inclusive practices at every juncture of the Talent Experience journey. Burjeel's performance evaluation framework is characterized by transparent communication and thorough discussions with managers, ensuring fairness and clarity for all.

6.3 Pay equity

- Burjeel upholds compensation policies guided by the principle of salary banding. Burjeel is dedicated to fostering equal opportunity and conducting its affairs with integrity, transparency, and fairness. In alignment with these values, Burjeel ensures that its compensation practices are equitable, and grounded in recognizing merit, value, and talent. This determination is based on objective criteria set forth by the performance management team.
- Burjeel's commitment extends to guaranteeing equal pay within a discrimination-free environment. Burjeel operates in full compliance with all applicable regulations and upholds the principles of equal opportunities for all employees.

6.4 Gender equity

- Burjeel is committed to increasing women representation in the corporate environment at all organizational levels. Special attention is paid to leadership roles, with a focus on the continuous improvement of the presence of women in top and executive positions.

6.5 Multiculturalism

- Burjeel is steadfast in its commitment to combatting systemic biases, eradicating all forms of racism, and fostering equality. Burjeel strives to



cultivate work environments where diverse cultural identities not only coexist but also thrive through meaningful connections.

- Within Burjeel, the Executive Management proactively develops, and champions initiatives aimed at enhancing the representation and inclusion of ethnic, linguistic, and religious minorities at every stage of the career journey. From recruitment and onboarding to training, skills development, and career progression, Burjeel prioritizes diversity and inclusivity.
- Burjeel actively promotes and values cultural diversity by challenging stereotypes and prejudices. Burjeel fosters the growth of cultural intelligence through a range of awareness activities and opportunities for intercultural dialogue. These efforts are integral to Burjeel’s mission of creating a workplace where every individual feels valued, respected, and empowered to succeed.

6.6 Harassment and Discrimination

- Burjeel is unwavering in its commitment to fostering an inclusive and respectful workplace where every individual is treated with dignity and equality of opportunity is upheld.
- The DE&I Policy unequivocally prohibits any form of harassment or discrimination, whether originating from or directed at anyone within the Burjeel Holdings group, including suppliers, patients, or visitors to our premises.
- To facilitate reporting and address concerns effectively, Burjeel has established an internal team. This team ensures the utmost standards of confidentiality and anonymity for individuals to report instances of non-inclusive behavior or raise questions regarding ethics and inclusion.
- All reported incidents of harassment, discrimination, or retaliation are promptly and thoroughly investigated in accordance with Burjeel’s Grievance Policy. Burjeel maintains strict confidentiality regarding all parties involved.
- Furthermore, Burjeel has adopted a Non-Retaliation Policy to safeguard individuals who report incidents of harassment or discrimination from any form of retaliation. Should prohibited behavior occur, including harassment, discrimination, or retaliation, appropriate disciplinary action will be taken in accordance with Burjeel’s Disciplinary Policy.

7. POLICY APPROVAL

- 7.1 The DE&I Policy shall be reviewed and approved by Burjeel’s Board of Directors. The DE&I Policy shall be effective from the date of approval by the Board of Directors. All amendments to the DE&I Policy will be made in compliance with applicable laws and will require approval by the Board of Directors. The Compliance Officer is the custodian of the DE&I Policy.



8. DOCUMENTATION AND REGULAR REVIEW

Burjeel’s Compliance Officer shall periodically evaluate the effectiveness of the DE&I Policy, and review and revise it as necessary, including to reflect any changes required by applicable laws.

You can direct any suggestions for improvements to the DE&I Policy to Burjeel’s Compliance Officer at cs@burjeelholdings.com.

Organization Scope	Burjeel
Parent Process	Compliance Program
Document owner	Compliance Officer
Approved by	Burjeel Board of Directors
Initial date published	June 13, 2024
Document effective date	June 13, 2024
Document updated as per	-
Contact person	Compliance Officer
Version	1.0