

PEOPLE POLICY

Jodoa Properties L.L.C (hereinafter referred to as "Jodoa") recognises that being a great and inclusive business depends on us creating the right environment and having great people who are healthy and well, engaged and motivated to give their best every day.

To support our people in meeting their potential and working to the best of their ability, Jodoa has established approaches, policies, standards, systems and processes for recruiting, developing, rewarding, and managing our people. These reflect our values, promote good health and wellbeing, comply with labour, employment and data protection laws and regulations where we work, and build trust in our working relationships.

To provide a safe, inclusive, and great place to work, where everyone can be at their best. Jodoa will:

- Ensure we have the skills and resources to meet current and future customer requirements by recruiting, inducting and training high-quality people who reflect the communities in which we work.
- Protect and maintain the health of our people through the implementation of robust risk management, health surveillance and fitness for work programmes.
- Actively promote employee wellbeing and a healthy work-life balance through our dynamic and flexible working culture.
- Effectively manage and reward employee performance, ensuring all employees can develop their skills and capabilities to meet current and future business needs.
- Keep every employee's personal data secure and comply with all applicable data protection laws, including the Federal Decree by Law No. (45) of 2021. All our employees will be treated fairly and consistently to promote good working relationships, respecting equal opportunities at all times.
- Pro-actively drive and measure the equality, diversity and inclusivity of our workforce, creating an environment where every employee can be at their best. Jodoa will not tolerate any discrimination on the grounds of race and ethnicity, sex or gender, disability, religion or beliefs, age, marital status, pregnancy or maternity or any other irrelevant factor.
- Operate a procedure for managing inappropriate behaviour in the workplace such as; harassment, bullying and abuse, providing support to employees affected as required.
- Support and contribute to the social and economic wellbeing of the communities in which we work, encouraging people to volunteer in projects that strengthen these areas.

This policy will be periodically reviewed to ensure the management system is suitable, effective, consistently implemented, and continually improved.



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