



Diversity & Inclusion Policy

1. Purpose

We believe that companies that are diverse, equitable, and inclusive are able to respond better to challenges, attract top talent, and satisfy diverse customer requirements. At Ooredoo Kuwait, we are committed to provide our employees with equal opportunities for development, assurances of gender equality and an inclusive working environment.

2. Scope

This Policy applies to all employees in Ooredoo Kuwait.

3. Applicability

Ooredoo Kuwait aims to foster a diverse and inclusive workplace environment. We expect all employees in Ooredoo Kuwait to be inclusive while operating.

This policy shall be distributed and communicated to all employees and have it available for all employees to review at any time within the organization.

4. Definitions

In the application of this Policy, the following words and expressions have meanings hereby assigned to them, unless the context otherwise requires.

The Company/organization	Ooredoo Kuwait
Diversity	Practice or quality of including or involving people from a range of different social and ethnic backgrounds.
Human Rights	Rights inherent to all human beings, regardless of background.
Inclusion	Practice or policy of providing equal access to opportunities and resources to people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities.
Stakeholder	A person, group or organization with a vested interest, or stake, in the decision-making and activities of our organization.
CEO Office	Office of the Chief Executive Officer of Ooredoo Kuwait.
Board	Board of Directors of Ooredoo Kuwait.

5. Stakeholder Engagement & Communication

We encourage diversity and inclusion and respect in our organization. Moreover, to improve our policy considerations, we regularly engage with our key stakeholders through formal communication channels such as but not limited to meetings and email communication as needed.

6. Policy Statements

6.1 Accelerating Culture of Inclusion

At Ooredoo Kuwait, we believe that Diversity & Inclusion is every employee's responsibility. Diversity & Inclusion requires purposeful action every day. Every employee is therefore trained in Diversity & Inclusion and is responsible for:

- Respecting the dignity and diversity of all colleagues.
- Forming an inclusive environment that negates discrimination, harassment and bullying.
- Increasing their awareness of potential unconscious bias and how that might reduce our ability to be more inclusive and be collaborative with one another.
- Creating inclusive structures in team management that thrives on transparent communication.

6.2 Investing in Talent

We are committed to building a workforce that reflects the inclusiveness of our communities. By seeking to create a diverse workforce that better reflects the markets we serve, we are also achieving equitable access and outcomes for our stakeholders.

Ooredoo Kuwait implements initiatives that bridge the gap between education and the job market. These include but are not limited to training, mentorship and job opportunities for young professionals, that offer a fair and equitable opportunity for prospective employees to develop and showcase their best at Ooredoo's recruitment programs.

Our recruitment and selection practices are guided by the following principles:

- Recruitment and selection are conducted based on merit without bias or discrimination.
- All applicants and employees have equal opportunities in employment, or promotion based on merit.
- Recruitment and selection are conducted in a manner that is respectful of local laws applicable in Kuwait.

Post recruitment and selection, we invest in developing our employees. We provide on-going on-the-job training, and career development opportunities for our new hires. For existing employees, we have in place individual development plans.

6.3 Women Empowerment

Women empowerment is key to Ooredoo Kuwait 's strategy, with the focus being on:

- Equal pay and treatment for our women employees.
- Equal representation of women on leadership teams and corporate boards.
- Equal access to training and career-building opportunities for all our women employees vis-à-vis men.

6.4 Access to people with disabilities

We are committed to increasing access for especially abled employees in our workplaces, for instance making our offices and facilities wheelchair accessible.

7. Policy Responsibility

The Chief Human Resources Officer (CHRO) is the Policy Owner. Ooredoo Kuwait has a Corporate Governance Head who coordinates between the Policy Owners and the Board. Any changes to the provisions of this policy shall have multiple layers of review which include Corporate Governance Department, CEO Office and finally the Board.

Monitoring and execution of Policy fall under Human Resources department, with assistance from other involved stakeholders. Policy review happens at least once in 3 years as per ISO Guidelines.

8. Exception

Unless otherwise stated, this Policy is applicable to all employees and is not liable to be changed without any further notice.

9. Redressal

Design, implementation, consultation approvals and monitoring will be as per "Decision Rights Matrix" of Ooredoo Kuwait.

10. References

- Public Authority for the Disabled, Act No. 8 (2016)
- Commitment of the State of Kuwait to Convention on the Rights of Persons with Disabilities, 14 February 2013
- Ooredoo Decision Rights Matrix
- Kuwait Labor Laws