



Anti-Harassment Policy Statement

PURPOSE

Abu Dhabi Ports Company PJSC (hereinafter referred to as “AD Ports Group”) is committed to providing a safe, respectful, and inclusive working environment where all employees are treated with dignity and respect. The Group has a zero-tolerance approach to harassment, bullying, and any form of inappropriate workplace behaviour.

This Policy Statement reflects AD Ports Group’s commitment to ethical conduct, fair treatment, and employee wellbeing, and is aligned with the Group’s Environmental, Social and Governance (ESG) commitments and corporate values.

SCOPE

This policy applies across AD Ports Group and its subsidiaries and covers all employees. It is adopted and implemented across all business lines, corporate units, divisions, departments, clusters, and subsidiaries, in accordance with applicable labour laws, corporate governance requirements, and internal policies.

POLICY STATEMENT

This policy reflects AD Ports Group’s commitment to maintaining a workplace free from harassment, bullying, intimidation, and inappropriate conduct.

AD Ports Group seeks to lead by example to:

- Maintain a zero-tolerance approach to all forms of harassment and bullying in the workplace.
- Promote a respectful, professional, and inclusive working environment.
- Ensure that all employees are treated fairly and with dignity at all times.
- Encourage employees to raise concerns or report inappropriate behaviour in good faith.
- Protect individuals from retaliation or adverse treatment when concerns are raised.
- Address workplace conduct issues in a fair, consistent, and confidential manner.
- Comply with applicable labour laws and employment regulations in the jurisdictions where the Group operates.
- Align workplace conduct expectations with the Group’s Code of Conduct and Business Ethics and ESG commitments.

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