



Diversity, Equity & Inclusion (DE&I) Policy Statement

PURPOSE

Abu Dhabi Ports Company PJSC (hereinafter referred to as “AD Ports Group”) aims to cultivate a workplace where every individual feels valued, respected, and empowered to contribute to the Group’s success. AD Ports Group is committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with fairness, dignity, and respect. The Group recognizes that diversity of perspectives, backgrounds, and experiences strengthens organizational performance, innovation, and long-term sustainability.

This Policy Statement reflects AD Ports Group’s commitment to equal opportunity, inclusion, and responsible people practices, and supports the Group’s Environmental, Social and Governance (ESG) objectives and corporate values.

SCOPE

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

POLICY STATEMENT

This policy reflects AD Ports Group’s commitment to promoting diversity, equity, and inclusion across the workplace by focusing on principles that are meaningful to employees and stakeholders.

AD Ports Group seeks to lead by example to:

- Promote equal opportunity in employment practices, including recruitment, development, and career progression.
- Foster an inclusive workplace culture where differences are respected and valued.
- Support diversity initiatives that contribute to employee engagement, wellbeing, and organizational effectiveness.
- Encourage a respectful, collaborative, and professional working environment.
- Promote inclusion across all levels of the organization, including leadership roles.
- Comply with applicable labour laws and employment regulations in the jurisdictions where the Group operates.
- Align diversity, equity, and inclusion practices with the Group’s Code of Conduct and Business Ethics and ESG commitments.

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