



Human & Labour Rights Policy Statement

PURPOSE

Abu Dhabi Ports Company PJSC (hereinafter referred to as “AD Ports Group”) is committed to respecting and promoting human and labour rights across its operations and value chain. The Group recognizes its responsibility to conduct business in a manner that upholds human dignity, fair labour practices, and ethical employment standards.

This Policy Statement reflects AD Ports Group’s commitment to responsible business conduct and supports the Group’s Environmental, Social and Governance (ESG) objectives by aligning human and labour rights practices with applicable laws and internationally recognised principles..

SCOPE

This policy applies across AD Ports Group and its subsidiaries and covers all employees. Where relevant, its principles extend to business partners, contractors, and suppliers through contractual, ethical, and governance frameworks. The policy applies to all jurisdictions in which AD Ports Group operates, locally and internationally.

POLICY STATEMENT

This policy reflects AD Ports Group’s commitment to respecting human and labour rights by focusing on principles that are meaningful to employees, partners, and stakeholders.

The Group ensures accessible and confidential grievance reporting channels for employees and stakeholders, and commits to timely investigation and remediation of violations. AD Ports Group seeks to lead by example to:

- Respect and uphold fundamental human and labour rights in all its operations.
- Promote fair labour practices, lawful employment, and decent working conditions.
- Prohibit all forms of forced labour, child labour, and human exploitation..
- Provide a safe, healthy, and respectful working environment.
- Promote equality, dignity, and respect in the workplace and prohibit discrimination of any kind.
- Encourage ethical conduct and responsible business practices across the Group’s value chain.
- Comply with applicable labour laws and employment regulations in the jurisdictions where the Group operates.
- Align human and labour rights practices with relevant international standards and ESG commitments.

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