



S.J. Abed & Al Sulaimi Catering Group SAOC
"We Cater to Your Needs"

Diversity, Equity and Inclusion (DEI) Policy

Rev01-10.03.2025

SJA-POL-12

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

Purpose:

At S.J. Abed, we believe that diversity, equity and inclusion are essential to the success and growth of our organization. We are committed to fostering an inclusive environment where all employees feel valued, respected and empowered to contribute to our shared goals. Our DEI Policy outlines our commitment to creating a workplace that embraces and celebrates the unique backgrounds, perspectives and experiences of our employees.

Scope:

This policy applies to all employees, contractors, subcontractors, suppliers and stakeholders of S.J. Abed across all locations and functions.

Key Principles:

1. Diversity:

- We recognize and celebrate the diverse backgrounds, cultures and perspectives of our employees
- We strive to create a workforce that reflects the communities we serve and the global market in which we operate
- We promote diversity in all aspects of our business, including recruitment, hiring, promotions and professional development.

2. Equity:

- We are committed to providing equal opportunities for all employees, regardless of their race, ethnicity, gender, age, disability, sexual orientation, religion or any other characteristic protected by law
- We ensure that our policies and practices are fair and impartial, and we actively work to eliminate any barriers to success that may exist within our organization
- We provide equitable access to resources, training and development opportunities to support the growth and advancement of all our employees.

3. Inclusion:

- We create a welcoming and inclusive work environment where all employees feel valued and respected



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- We encourage open and honest communication, and we actively seek out diverse perspectives to inform our decision-making processes
- We promote a culture of collaboration and teamwork, where all employees can contribute their unique skills and experiences to achieve our shared goals.

Commitments:

1. Leadership Accountability:

- Our leadership team is committed to driving and championing our DEI initiatives
- We hold ourselves accountable for fostering an inclusive culture and ensuring that our DEI goals are met.

2. Education and Training:

- We provide ongoing education and training to all our employees on topics related to diversity, equity and inclusion
- We encourage employees to participate in DEI related activities and initiatives to build their understanding and awareness.

3. Monitoring and Reporting:

- We regularly monitor and assess our progress towards our DEI goals
- We maintain transparent reporting on our DEI initiatives and outcomes, and we use this information to continuously improve our practices.

4. Zero Tolerance for Discrimination and Harassment:

- We have a zero-tolerance policy for any form of discrimination, harassment or retaliation
- We provide clear procedures for reporting and addressing any incidents of discrimination or harassment, and we take all reports seriously.

Conclusion:

At S.J. Abed, we are committed to creating a diverse, equitable and inclusive workplace where all employees can thrive. We believe that by embracing diversity and fostering a culture of inclusion, we can achieve greater innovation, creativity and success.

Joseph J. Abed
Director



Date: 10-03-2025