
 <p>UR ADVISORY GROUP مجموعة أور الإستشارية</p>	UR Document Management System (DMS)		Page 1 of 2
			Issue: A
	Policies Management		Rev. : 0
	UR- P -007		Date: March, 2024

‘Equal Opportunity Policy’

March, 2024	A	UR- P -007	ISSUE FOR USE	COO	CEO
DATE	ISSUE	Doc .No	ISSUE DESCRIPTION	PREPARED	APPROVED

1. Introduction: UR Advisory Group is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or any other characteristic protected by applicable laws. This “Equal Opportunity Policy” reflects our commitment to creating a diverse, inclusive, and respectful workplace.
2. Scope: This policy applies to all aspects of employment, including recruitment, hiring, training, promotion, transfer, termination, and compensation. UR Advisory Group does not tolerate discrimination or harassment of any kind based on protected characteristics.
3. Recruitment and hiring: UR Advisory Group makes hiring decisions based on the qualifications, skills, and experience of candidates, without regard to their race, color, religion, sex, national origin, age, or disability.
4. Training and development: UR Advisory Group is committed to providing equal opportunities for professional development and training to all employees. Training programs will be designed to enhance skills, knowledge, and career growth without discrimination.
5. Promotion and advancement: All employees will be considered for promotion and advancement opportunities based on their skills, performance, and potential, without regard to protected characteristics. UR Advisory Group will actively encourage and support career development for all employees, with a focus on creating a diverse leadership team.
6. Harassment and discrimination: Harassment or discrimination based on race, color, religion, sex, national origin, age, disability, or any other protected characteristic is strictly prohibited. UR Advisory Group will promptly investigate and address any complaints of harassment or discrimination, taking appropriate corrective action to ensure a respectful and inclusive workplace.
7. Reporting Procedures: Employees who believe they have experienced or witnessed discrimination or harassment are encouraged to report the incident promptly to their

 <p>UR ADVISORY GROUP مجموعة أور الإستشارية</p>	UR Document Management System (DMS)	Page 2 of 2
		Issue: A
	Policies Management	Rev. : 0
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supervisor, manager, or the designated HR representative. Reports will be treated confidentially to the extent possible, and employees will not face retaliation for making good-faith reports.

8. Accountability: UR Advisory Group will hold all employees accountable for complying with this “Equal Opportunity Policy”. Violations may result in disciplinary action, up to and including termination.
9. Review and revision: This “Equal Opportunity Policy” will be reviewed periodically to ensure its effectiveness and relevance. Updates or revisions may be made as necessary, and the most recent version will be communicated to all employees.