

Human Rights Policy

Al Nahdha Overseas LLC is committed to upholding the dignity, wellbeing, and rights of all employees and individuals associated with its operations. This policy reflects our commitment to ethical conduct and full compliance with the Labour Law of the Sultanate of Oman and the principles of the International Labour Organization (ILO).

- 1. Respect and Fair Treatment:** We treat all employees with respect and fairness, ensuring equal opportunity for all. Discrimination, harassment, or unfair treatment based on nationality, gender, religion, age, or any other personal characteristic is strictly prohibited. Employment decisions are made purely on merit, qualifications, and performance.
- 2. Safe Working Conditions:** We provide a safe and healthy workplace where employee well being and dignity are prioritized in accordance with legal requirements.
- 3. Fair Employment Practices:** The Company is committed to fair wages and lawful employment contracts. Forced labor, child labor, or any form of labor exploitation is strictly prohibited under any circumstance.
- 4. Freedom of Expression:** Employees may raise concerns or grievances without fear of retaliation. All complaints are handled confidentially and fairly.
- 5. Ethical Conduct:** Employees must act with honesty, integrity, and professionalism while complying with company policies and Omani law.
- 6. Management Responsibility:** Managers & Supervisors are accountable for enforcing this policy. Violations will result in corrective or disciplinary action.
- 7. Continuous Improvement:** We are committed to improving awareness and ethical standards through regular communication and monitoring.
- 8. Applicability:** This policy applies to all employees and third-party contractors engaged in Al Nahdha's operations and activities.



Mr. Ali Al Ajmi
HR Manager
Al Nahdha Overseas LLC



Mr. Mohammad Abdalla Yarub Al Busaidi
Managing Director
Al Nahdha Overseas LLC