

### Emirates Logistics Recruitment -

The company will endeavor to employ ethical and moral standards in its recruitment practices. As far as possible a wide mix of nationalities will be employed and preference given to suitable local/GCC candidates if available. EL recruits candidates with sound academic background, good job related knowledge & strong communication skills. EL also ensures that the min. wage prescribed by UAE law is upheld.

### Terms of Employment -

EL employment policy is governed by the UAE Labour laws and legislation's, the recruitment and employee appointments are in accordance with them. Principally permanent employment is guided by:

- Medical fitness certificate issued by Dubai Government health authorities and the company appointed medical officer. In general, medical fitness certificates are not issued to persons having infectious diseases, i.e. Aids (HIV I & II) / TB / Hepatitis 'B' & diabetes / severe diseases of the heart. In any case the Company may decide at its discretion to retain you in its employment. However, no residence permit can be processed without a medical fitness certificate issued by Dubai Government Health Authorities.
- The candidate should hold a clear record as per UAE Labour Laws.
- The appointment is governed by the UAE Immigration & Labour Laws

Note: The detailed terms of employment is as prescribed in the Appointment letter:

### Equal Employment Opportunity -

EL is an equal opportunity employer. This means that we will extend equal opportunity to all individuals without regard for race, religion, color, sex, national origin, age, disability, handicaps or veterans status. All our employment decisions shall be based on merit, qualifications, and competence. Except where required or permitted by law, employment practices shall not be influenced or affected by virtue of an applicant's or employee's race, color, religion, national origin, sex, sexual preference, marital status, pregnancy, age, disability, physical handicap, ancestry, medical condition, veteran's status or any other characteristic protected by law. In addition, EL undertakes to provide an environment that is free of unlawful harassment of any kind, including that which is sexual, age related or ethnic.

This policy governs all aspects of employment, promotion, demotion, assignment, discharge, and other terms and conditions of employment.

### Anti-Harassment, Abuse and Disciplinary Action-

EL absolutely prohibits any form of unlawful employee harassment based on race, color, religion, creed, sex, age, national origin, marital status, sexual orientation, disability or veteran status in accordance with the applicable Labour law. Inappropriate interferences with the ability of the EL employees to perform their expected job duties shall not be tolerated.

With respect to sexual harassment, EL strives to foster a work environment free of unlawful sex discrimination's sexual harassment, or retaliation. Sexual harassment includes unwelcome and/or unsolicited sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature.