

## Diversity & Equality Policy Document

### 1. Introduction

At Alta Vita, we recognize that diversity and equality are fundamental principles that enrich our workplace culture and drive our success as a construction company operating in Dubai and the UAE. We are committed to fostering an inclusive environment where all employees feel valued, respected, and empowered to contribute their unique perspectives and talents. This Diversity & Equality Policy outlines our commitment to promoting diversity, equality, and inclusion throughout our organization.

### 2. Policy Statement

Alta Vita is dedicated to creating a workplace culture that celebrates diversity, promotes equality, and fosters inclusion for all employees, regardless of race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected by law. We believe that a diverse and inclusive workforce leads to greater innovation, creativity, and success for our business.

### 3. Equal Employment Opportunity

Alta Vita provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or any other characteristic protected by law. This applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination.

### 4. Diversity and Inclusion

We embrace diversity and inclusion as core values of our organization. We recognize the importance of fostering an inclusive workplace where all employees feel welcome, valued, and respected. We strive to create a culture that celebrates the unique backgrounds, perspectives, and experiences of our employees and promotes collaboration, creativity, and mutual respect.

### 5. Harassment and Discrimination

Alta Vita prohibits all forms of harassment, discrimination, and retaliation against employees or applicants based on protected characteristics, including but not limited to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, or any other characteristic protected by law. We have zero tolerance for harassment or discrimination in any form and will take prompt and appropriate action to address any violations of this policy.

### 6. Accommodations for Disabilities

Alta Vita is committed to providing reasonable accommodations to employees with disabilities to enable them to perform the essential functions of their jobs. We will engage in an interactive process with employees to determine appropriate accommodations based on individual needs and the requirements of the job.

### 7. Training and Education

We provide training and education programs for employees and managers to raise awareness of diversity and equality issues, promote understanding and acceptance of differences, and prevent harassment and discrimination in the workplace. Training covers topics such as unconscious bias, cultural competency, respectful communication, and conflict resolution.

## 8. Reporting and Resolution

Alta Vita encourages employees to report any incidents of harassment, discrimination, or retaliation promptly and without fear of reprisal. We have established procedures for reporting complaints, conducting investigations, and taking appropriate corrective action to address violations of this policy. We are committed to maintaining confidentiality and protecting the rights of all parties involved.

## 9. Accountability

Senior management at Alta Vita is responsible for ensuring compliance with this Diversity & Equality Policy and for fostering a culture of diversity, equality, and inclusion throughout the organization. Managers and supervisors are responsible for promoting diversity and equality in their teams and addressing any instances of discrimination or harassment that may arise.

## 10. Conclusion

Alta Vita is committed to creating a workplace that values diversity, promotes equality, and fosters inclusion for all employees. Through the implementation of this Diversity & Equality Policy, we reaffirm our commitment to building a culture of respect, acceptance, and opportunity for everyone in our organization.

Yours sincerely



Peter Rowledge  
CEO & CO-FOUNDER

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