



# Recruitment and Selection Policy

We aim to provide equal employment opportunities, and our recruitment and selection procedures reflect that. We correctly train our HR staff or other staff members who have recruitment and selection responsibilities to ensure that they avoid unlawful discrimination, both conscious and unconscious.

Our policy is to hire, promote, and advance employees based on merit. This principle will guide all hiring, recruitment, promotion, and advancement decisions.

If utilised, all job descriptions shall be reviewed and revised periodically to ensure that they comply with our policy of equal opportunity.

When we advertise job vacancies, we will consider these issues, and they will be non-discriminatory.

We are committed to providing fair treatment to every job applicant and considering them only based on their ability to carry out the job's essential functions. All job interview questions must be nondiscriminatory and only concern job requirements.

A handwritten signature in black ink, appearing to read "Nasser Ghazouf".

Signature

Director  
Position

01/01/2026  
Date