

# Anti-Harassment & Anti-Discrimination Policy

## Ever Stone Building Contracting LLC

Ever Stone Building Contracting LLC is committed to providing a work environment free from harassment, discrimination, bullying, or any behavior that undermines individual dignity and respect.

Harassment can take many forms: verbal, physical, visual, or written. Discrimination includes unfair treatment based on race, gender, religion, age, disability, or any legally protected characteristic. Both are strictly prohibited and against the company's values and UAE Labour Law.

We believe everyone deserves to work in a space where they feel safe, respected, and valued. All employees, regardless of position, are expected to contribute to a positive, inclusive environment and intervene or report if they witness unacceptable behavior.

Ever Stone provides clear reporting procedures: employees can file complaints directly to HR, their immediate supervisor, or through a dedicated confidential channel. Every complaint is treated seriously, investigated promptly, and handled with discretion.

Retaliation against anyone who reports harassment or discrimination in good faith will not be tolerated. Disciplinary action, up to termination, may result from breaches of this policy.

We reinforce this commitment through mandatory training, awareness sessions, and leadership accountability. Managers and supervisors play a crucial role by setting an example and addressing issues immediately.

At Ever Stone, we recognize that a respectful, supportive environment is key to attracting and retaining talent, improving morale, and achieving shared success. Together, we are responsible for building a workplace where everyone can thrive.