

I. Introduction

DXI Logistics LLC aims to have a diverse, equitable and inclusive workplace, where all staff feel valued and respected. Our team brings together many nationalities, cultures and experiences, which is an essential strength for an international relocation company. DXI is committed to equal opportunity in employment and to preventing discrimination in recruitment and throughout employment, in line with the UAE Federal Decree-Law No. 33 of 2021 on the Regulation of Labour Relations, the UAE Federal Decree-Law No. 34 of 2023 on Combating Discrimination, Hatred and Extremism, and the UAE Federal Law No. 29 of 2006 on the Rights of People of Determination.

II. Principles

DXI will:

- Treat all employees fairly, with respect and dignity, including managers, consultants and interns.
- Prevent discrimination, harassment, bullying and victimisation.
- Ensure no one is disadvantaged by conditions or requirements that are not relevant to performance.
- Challenge discriminatory behaviour wherever it occurs and respond swiftly and sensitively to complaints.
- Promote good relations across the workforce and an inclusive culture.

III. Scope

This policy applies to everyone who works for, or applies to work for, DXI: job applicants, full-time and part-time employees, temporary and contract workers, agency workers, interns and consultants. DXI also applies its principles in dealings with suppliers, partners and customers.

It covers recruitment, selection and promotion; terms and conditions of employment; training and development; working arrangements; a safe working environment; and grievances, discipline and termination of employment. Where this policy conflicts with UAE legislation, the legislation takes precedence.

IV. Protected grounds

In line with UAE law, DXI does not discriminate on the grounds of race, colour, sex, religion, national or social origin, or disability, and also treats age, marital status, pregnancy and maternity as matters that must not affect decisions on recruitment, pay, development or promotion. Women and men receive equal pay for work of equal value.

V. Definitions

- Direct discrimination: treating a person less favourably than others in the same circumstances because of a protected ground.
- Indirect discrimination: applying a condition or requirement that disadvantages a particular group and cannot be justified by the requirements of the job.
- Harassment and bullying: unwanted conduct, including words, humour or gestures, that violates a person's dignity or creates an intimidating, hostile or offensive environment, whether intentional or not.
- Victimisation: subjecting someone to a detriment because they made or supported a complaint in good faith.

VI. Responsibilities

Managers ensure this policy is followed in their teams, included in inductions, and that team members attend relevant training. They recruit and promote on the basis of skills, performance and potential, and make sure every team member has a voice.

Human Resources communicates this policy, provides advice and training, and ensures that those involved in recruitment are trained in fair selection.

Every employee must treat others fairly and without prejudice, cooperate with measures to prevent discrimination and harassment, and report any discriminatory act or harassment.

VII. Reporting concerns

Anyone who experiences or witnesses discrimination, harassment or victimisation should raise it with their manager or Human Resources, or through DXI's grievance procedure. Complaints are handled promptly, fairly and confidentially, and no one will be penalised for raising a concern in good faith. Employees also retain their rights to approach the Ministry of Human Resources and Emiratization. Breaches of this policy may result in disciplinary action, up to and including termination of employment.

VIII. Implementation and review

DXI will communicate this policy to all staff and job applicants, include it in induction, train managers and staff, consider requests for flexible working arrangements objectively, regularly review recruitment materials and processes, and obtain commitments from subcontractors and agencies to apply equivalent standards. Any workforce information used to monitor fairness is collected and handled in line with the UAE Personal Data Protection Law. This policy is reviewed at least every three years, or earlier if necessary.

Approved by:

Jerry Nazzal
Group President

This policy is effective from Oct. 2026 and will be reviewed by Oct. 2027, or earlier if required by changes in UAE law or DXI operations.