



QHSE
INTERNATIONAL

EQUALITY POLICY

QHSE international is committed to eliminating discrimination and encouraging diversity amongst our employees, learners and clients. Our aim is that we will be truly representative of all sections of society and each employee or learner feels respected and able to give of their best.

To that end the purpose of this policy is to provide equality and fairness for all in our employment or learners and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, religion or age.

We oppose all forms of unlawful and unfair discrimination. *We celebrate the diversity of society and are striving to promote and reflect that diversity within this organisation.*

All employees (whether part-time, full-time or temporary), learners and clients will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff are recognised and valued.
- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying, discrimination, harassment and victimisation will be tolerated.
- To ensure all employees have a right to work in an environment that is free from abuse or insults, is safe, promotes dignity at work, encourages individuals to treat each other with respect and to support each other.
- To enable all employees to have a responsibility to support anyone who says they have been bullied or harassed and to be sensitive to their feelings and perception of the situation, encourage them to seek help and refrain from taking part in, encouraging or condoning gossip about cases of alleged or actual harassment or bullying.



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Complaints of bullying, harassment or discrimination will be dealt with through the complaints procedure and disciplinary action will be taken against anyone found responsible. All employees, learners and clients must comply with this policy.

The norms of our policy are based on the Equality Act of 2010 which are as follows:

Discrimination – occurs when a person or a group are treated less favourably than others in similar conditions based on age, gender, race, religion or disability and which cannot be justified in terms of the requirements for performing the job or task.

Harassment – comprises of unacceptable physical, verbal or non-verbal behaviour that affects a person's dignity.

Our Equality policy also includes:

- Training, development and progression opportunities will available to all staff and learners.
- We will review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The policy will be monitored and reviewed annually.

Billy Feghali
Managing Director
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Dubai
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