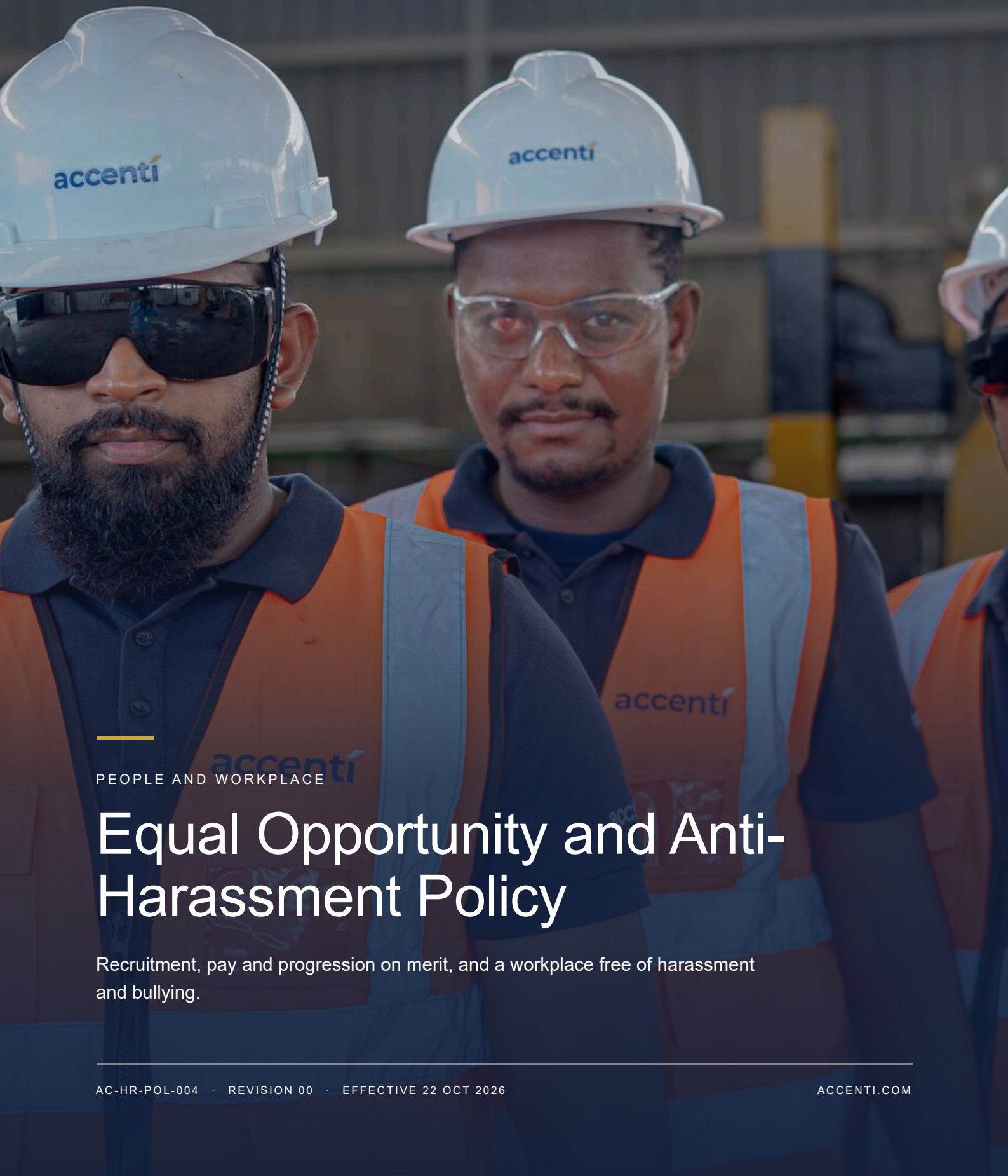




PEOPLE AND WORKPLACE

Equal Opportunity and Anti-Harassment Policy

Recruitment, pay and progression on merit, and a workplace free of harassment and bullying.

Date 22 October 2026
Reference AC-HR-POL-004 · Revision 00
To All employees, temporary personnel, contractors and subcontractors working for or on behalf of Accenti LLC

Issue of the Equal Opportunity and Anti-Harassment Policy, AC-HR-POL-004, Revision 00

Dear colleagues,

I am pleased to issue the Accenti Equal Opportunity and Anti-Harassment Policy, effective 22 October 2026. It applies to recruitment, employment and every working relationship at Accenti.

Our workforce of more than 1,100 people brings together local and international staff, many backgrounds and many skills. Everyone should be hired, paid and promoted on merit, and everyone should be able to come to work without fear of harassment.

Managers are responsible for applying fair criteria in recruitment and promotion, and for acting promptly when a concern is raised.

Please read this policy, treat colleagues with respect, and raise any concern. Compliance is mandatory.

Yours sincerely,


Ali Ahmed Dhadhaow
Chief Executive Officer
Accenti LLC



ADDRESS

Accenti Compound, Marina Hub
Marine Road, Airport Zone
Mogadishu 0100, Banadir, Somalia
T +252 615 540 606

WEB

www.accenti.com
info@accenti.com

DEFENSE INFRASTRUCTURE

MISSION SUPPORT

Equal Opportunity and Anti-Harassment Policy

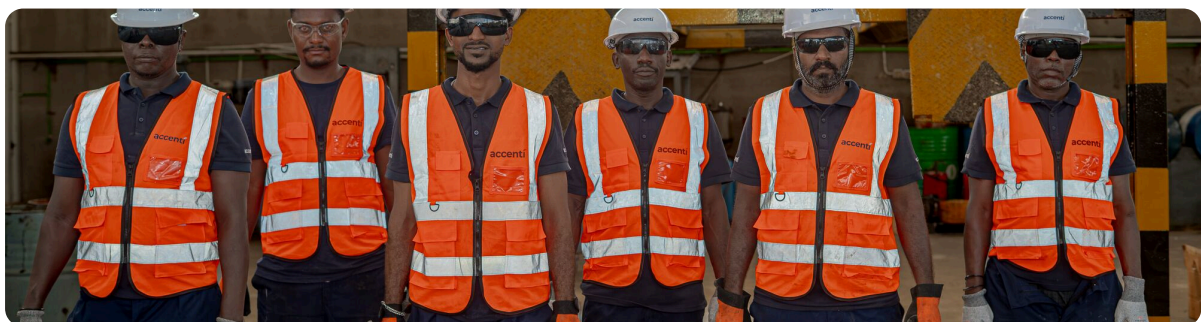
DOCUMENT	REVISION	EFFECTIVE	STATUS
AC-HR-POL-004	00	22 Oct 2026	Approved / Issued
APPROVAL AUTHORITY	POLICY OWNER		
Accenti LLC Management	Human Resources Department		
APPROVED BY	APPROVED ON	NEXT REVIEW	
Ali Ahmed Dhadhaow, Chief Executive Officer	22 Oct 2026	22 Oct 2027	

Controlled document. Approval is evidenced by the signed and sealed cover letter. The current revision is held by Human Resources; printed copies are uncontrolled.

Accenti LLC provides equal opportunity on merit and maintains a workplace where everyone is treated with dignity and respect. Discrimination, harassment and bullying are prohibited.

1 Application

This policy applies to job applicants, employees, temporary personnel, contractors and visitors, in all workplaces, camps, vehicles and work-related events and communications, including online.



— Recruitment, pay and progression decided on merit.

2 Mandatory requirements

- 2.1 Fair employment decisions. Recruitment, pay, training, promotion and termination shall be based on merit, qualifications and performance, using documented criteria.

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- 2.2 No discrimination. No person shall be treated less favourably because of race, ethnicity, clan, nationality, religion, sex, age, disability, marital status or other characteristic protected by law.
-
- 2.3 No harassment. Unwanted conduct that violates a person's dignity or creates an intimidating, hostile or offensive environment, including sexual harassment, is prohibited.
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- 2.4 No bullying. Repeated offensive, intimidating or humiliating behaviour, or misuse of authority, is prohibited.
-



— Every role, from kitchen to workshop, valued and respected.



— Life support teams working in a respectful, safe environment.

-
- 2.5 Reasonable adjustment. Reasonable adjustments shall be considered for people with disabilities, consistent with safety requirements.
-
- 2.6 Raising a concern. Concerns may be raised informally or formally. They shall be handled promptly, fairly and confidentially, and no one shall be victimised for raising one in good faith.
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3 Responsibilities and enforcement

Management shall lead by example. Human Resources shall maintain fair procedures, train managers and investigate complaints. Managers shall apply this policy and act on concerns. Every person shall treat others with respect. Breaches shall result in disciplinary action up to dismissal.

4 Implementation and review

This policy shall be communicated at induction and reviewed at least annually, together with recruitment, promotion and complaint data, so that any pattern of unfairness can be identified and corrected.

Hired on merit. Treated with respect.

Questions about this policy?

Concerns about discrimination, harassment or bullying go to Human Resources or to the contacts below. Reports are handled in confidence.

Operations — Somalia

Accenti Compound, Marina Hub
Marine Road, Airport Zone
Mogadishu 0100, Banadir, Somalia

Headquarters

United Arab Emirates

Contact

T +252 615 540 606
E info@accenti.com
W www.accenti.com

Policy owner

Human Resources Department
AC-HR-POL-004 · Revision 00

■ On every site

Respect at work

If you experience or see harassment or bullying, you can raise it with your manager, HR, or any member of management.

info@accenti.com →





Zero harm to people, property and the environment.

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