

	<h2 style="margin: 0;">Non-Discrimination & Equal Opportunity Policy</h2>		Doc. No:	QM-PO-04
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Basra Multipurpose Terminal (BMT) is an equal opportunity employer, and aligned with its Code of Conduct; is committed to promoting diversity, inclusion, fair and equal treatment for all individuals, with special attention to vulnerable and disadvantaged groups, including but not limited to migrant workers, women, minorities, and persons with disabilities, refugees, and indigenous peoples. BMT is committed to

Zero Tolerance for Discrimination, and prohibition all forms or kinds of discrimination, harassment, and mobbing based on color, religion, gender, nationality, age, disability, political beliefs, marital status, sexual orientation, or family responsibilities – in employment, recruitment, operations, procurement, and community engagement.

Promoting an inclusive workplace & supply chain by providing equal opportunities in hiring, training, promotions, and compensation, ensure accessibility for persons with disabilities while prioritizing the local and vulnerable group employment in operations and supply chains

Protection of the Vulnerable Groups by implementing targeted measures such as confidential grievance channels, employment programs and similar to empower such individuals while addressing the barriers through partnerships with community stakeholders

All BMT employees, business partners and contractors shall require comply the requirement of this policy and the relevant procedures

All BMT employees shall report any doubtful or apparent violation of this policy without any fear of retaliation,

All BMT employees, business partners and contractors acknowledge that any violation of the policy may constitute a violation of their contractual obligations, and result in consequences including termination of work and or business contracts.

Mohammad Damerji
 Chief Executive Officer