

## Diversity Policy

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Prepared and Reviewed By	Approved By
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## Revision History

REVISION	DATE	DESCRIPTION OF CHANGE
00	22-12-19	First Issue

## DIVERSITY POLICY

Diversity in all its forms is fundamental to Darwish Interserve Facility Management. We operate in a variety of environments and geographies, in numerous roles, for a wide range of clients. To do this effectively we need an equally diverse workforce that understands our customers' needs and stimulates innovative solutions.

Darwish Interserve values the benefits it gains from an international workforce with a rich diversity of skills, cultural backgrounds and gender. Our goal is to recruit, motivate, develop and retain outstanding people that reflect that diversity. We are committed to ensuring that every employee has equal opportunity to develop and progress at every level in the organisation based on personal contribution and ability, with the aim over time of realising the benefits of diversity in the development of our management and executive leadership. We will continue to monitor the extent to which our staff believe we are meeting this objective and are committed to taking action where necessary or helpful to promote equal opportunity.

Darwish Interserve believes that diversity can bring insights and behaviours that make a valuable contribution to its performance. In considering new members, we will aim to select individuals best able to contribute to an effective, challenging and cohesive by blending a diversity of skills, experience, knowledge, independence, cultural background and gender. Given constraints on the size of the company, this will be achieved by taking into account the overall contribution to diversity alongside other desired characteristics in new appointments rather than by setting specific targets on any single dimension of diversity. We will monitor our success in developing the diversity DIFM as part of our annual evaluation of effectiveness.

**Mohamed Saadeh**  
**General Manager**

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## ONLINE VERSION

Please send email request at [info@darwishinterserve.com](mailto:info@darwishinterserve.com) for the final and signed copy of this policy.

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