

Eradah Association's Diversity and Inclusion Statement

Eradah Association is committed to providing a diverse, equal, and inclusive workplace, with the goal of improving patient care and creating a work environment that contributes to enhancing the individual and collective performance of all employees. We recognize that diversity in all its forms—including gender, age, ability, race, language, religious beliefs, and cultural backgrounds— contributes to an improved experience for both patients and employees.

The Foundation's commitment to diversity, equality, and inclusion

Irada Association relies on the following core values to achieve diversity, equality and inclusion in the workplace:

- **Diversity:** We encourage representation of diverse nationalities, cultural backgrounds, intellectual and spiritual orientations in all aspects of our work.
- **Equality:** We are committed to providing equal opportunities to all employees and candidates regardless of their background or personal identity
- **Inclusiveness:** We work to create an inclusive environment where all employees and beneficiaries feel part of an organizational culture , Characterized by diversity and respect for pluralism

:Protect and support employees

Our organization is committed to providing a safe work environment, free from any form of discrimination or harassment. We implement the following measures to ensure the protection and support of our employees:

- . Establish a strict anti-discrimination and harassment policy for all employees
- . Provide recurring training programs on diversity and inclusion for all employees
- Ensure effective mechanisms for reporting harassment and discrimination in the workplace, and that they are handled confidentially and fairly
- Develop employee support programs through psychological counseling, career counseling, and social support

:Protecting and supporting patients

We strive to ensure that all patients, regardless of their background or identity, receive comprehensive healthcare that meets their needs . In this context, we are committed to the following:

- Providing patient-oriented health care that takes into account cultural, linguistic and . ethnic diversity
- Training professional cadres to interact in a balanced manner with beneficiaries from . different cultural and ethnic backgrounds
- . Ensuring access to health care services for all social and economic groups
- Providing special support and care programs for the most needy groups, such as the . elderly, people with disabilities, and ethnic minorities

Steps the organization will take to ensure diversity, equality and inclusion:

In order to ensure the achievement of diversity and inclusion goals, we will take the following actions:

- Implement continuous training and development programs for employees on . diversity and inclusion
- Establish clear standards for measuring performance related to diversity, equality . and inclusion at the organizational level
- Forming a committee specialized in implementing and monitoring the diversity and . inclusion policy within the institution
- Preparing an annual report to evaluate the progress made in implementing diversity, . equality and inclusion policies
- Include diversity, equity and inclusion as part of your organization's strategy and . hiring processes

Commitment to an inclusive organizational culture

We believe that a comprehensive organizational culture is the foundation of our organization's success, fostering positive interactions between employees and beneficiaries. Accordingly, we are committed to:

- Fostering a work environment that encourages mutual respect, acceptance of others, . and enhances individual creativity

- Support the concept of diversity at all functional levels, and ensure that all voices are heard and listened to
- Encourage open dialogue between employees and management to discuss diversity and inclusion issues and achieve shared and desired goals

Irada Association remains committed to developing an inclusive work environment that ensures equal opportunities for all employees and beneficiaries by adopting and implementing these policies and procedures. It also works to promote a comprehensive culture characterized by diversity, equality, and inclusion, which contributes to improving professional outcomes and services provided to all stakeholders