

# Anti-Discrimination & Harassment Position Statement

## 1. Our Commitment to an Inclusive Workplace

At the Bank of Bahrain and Kuwait (herein referred to as “the Bank” or “BBK”), we are deeply committed to fostering an inclusive and diverse workplace where every individual is treated with respect and dignity. Our zero-tolerance policy for anti-discrimination and harassment is a cornerstone of our organizational ethos, reflecting our dedication to upholding the highest standards of human rights and ethical conduct. Our commitment extends beyond compliance with legal standards, we strive to create an environment where everyone feels safe and empowered to contribute their best. We promote open dialog, education, and training to ensure all employees understand and uphold values. At BBK we are dedicated to continuous improvement and accountability in our pursuit of equity and respect for all.

### Purpose and Scope

This position statement has been developed to clearly articulate BBK Bank’s stance on anti-discrimination and harassment, emphasizing its relevance and importance to our overall mission. The purpose of this statement is to:

1. **Define our zero-tolerance policy:** Clearly outline what constitutes discrimination and harassment and our strict prohibition against such behaviors.
2. **Communicate our commitment:** Ensure that all employees, suppliers, and stakeholders understand and adhere to our policy.
3. **Reinforce our Human Rights Position statement:** Integrate anti-discrimination and harassment policies as fundamental components of our broader human rights commitments.

This position statement applies to all employees, suppliers, and stakeholders associated with BBK Bank, underscoring our commitment to a respectful and equitable working environment for everyone involved with our organization.

## 2. Fulfilling Our Commitment

To effectively address the risks and concerns associated with discrimination and harassment, BBK Bank has implemented a comprehensive approach that includes the following key elements:

### Grievance Mechanism Policy

1. While Grievance policy is a critical component, it is considered not sufficient as per the best practice on its own. It is good to handle workplace issues, including discrimination and unfairness, however, it may not provide immediate support or a clear channel to support employees when facing harassment for the following key considerations:
  1. Delayed intervention.
  2. Emotional Impact.
  3. Fear of Retaliation
  4. Complex situation.

We have established a robust grievance mechanism that allows employees and stakeholders to report any instances of discrimination or harassment confidentially and without fear of retaliation. This mechanism ensures that all complaints are thoroughly investigated and resolved promptly.

### **Employee Training and Awareness**

BBK Bank provides ongoing training and resources to educate our employees about recognizing, preventing, and addressing discriminatory practices and harassment. These training programs are designed to cultivate a culture of awareness and vigilance, empowering our team to uphold our values of inclusivity and respect.

### **3. Implementation and Progress Monitoring**

To ensure the effective implementation and continuous improvement of our anti-discrimination and harassment policy, BBK Bank has established the following measures:

**Regular Assessments:** We conduct regular assessments to evaluate the effectiveness of our policies and identify areas for improvement. This helps us stay proactive in addressing any emerging issues.

**BBK will continuously work to ensure the implementation of this position statement throughout the organization by embedding strict progress monitoring systems and disclosure commitments. We will also ensure the relevance of this position statement by regularly reviewing and updating it.**