

A Notice and Invitation to All Employees and Applicants

Our Commitment to Equal Opportunity Employment

As part of our ongoing dedication to fairness and social responsibility, **Jana Group** extends this formal notice and invitation to all employees and applicants:

We reaffirm our commitment to **equal employment opportunity** and nondiscrimination in accordance with international law and best global practices. Jana Group values diversity and believes that a workforce made up of individuals from different backgrounds, experiences, and perspectives contributes to innovation and excellence.

We invite and encourage all qualified individuals to apply for employment opportunities with Jana Group.

Regardless of race, gender, age, disability, religion, sexual orientation, or any other protected status, you are welcome here. Employment decisions are based solely on your skills, qualifications, and potential to contribute to our collective success.

Jana Group does not tolerate any form of discrimination, harassment, or retaliation in the workplace. We are proud to foster an environment where **every voice matters** and **equal opportunity is a shared responsibility**.

If you are an employee or applicant and believe you have been subjected to unfair treatment or discrimination, please report your concerns to our Human Resources Department. Your report will be handled with confidentiality, professionalism, and urgency.

Together, we stand for fairness, dignity, and equal opportunity for all.

Issued by: Jana Group Human Resources Department

Contact: hr@janairaq.com

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