



SILICA HILL MIDDLE EAST LLC  
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## Equal Opportunity Employer Statement

20<sup>th</sup> Oct 2022

Silica Hill Middle East LLC is an Equal Opportunity Employer and Prohibits Discrimination and Harassment of Any Kind

Silica Hill Middle East LLC is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment.

All employment decisions at Silica Hill Middle East LLC are based on business needs, job requirements and individual qualifications, without regard to race, colour, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, HIV Status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, including any other status protected by the laws or regulations as dictated under the laws of the United Arab Emirates.

Silica Hill Middle East LLC will not tolerate discrimination or harassment based on any of these characteristics

An employee can raise any concern to Top Management if they have any feelings of mistreatment by any Silica Hill employee, including their direct supervisor.

Silica Hill Middle East LLC is committed to meet all our legal and compliance obligations under United Arab Emirates Law as a responsible and ethical company.

**General Manager**

  
Ashok K Singh

**President**

  
Ram Srivastav