

Commercial Bank of Dubai (“CBD” or “the Bank”) is committed to promoting and respecting the protection of human rights in all our relationships with employees, suppliers, and other parties.

This commitment includes:

- Complying with applicable employment laws, including without limitation, laws regarding minimum wage, working hours, overtime, hours free from work, acceptable living conditions, health and safety, and human rights.
- Providing a safe and healthy working environment taking into consideration the specific hazards relevant to our operations and taking reasonable steps to prevent accidents and injuries in the workplace.
- Fostering a fair and inclusive work environment that is free of discrimination and harassment and where diverse ideas and perspectives are respected and protected.
- Prohibiting all forms of forced and compulsory labour, which includes work or service exacted under the threat of penalty (including imprisonment), or for which the individual performing the work or service has not offered himself or herself voluntarily.
- Complying with applicable laws governing the minimum age of employment, including the prohibition of child labour.
- Supporting and respecting the protection of internationally proclaimed human rights and making sure we are not complicit in human rights abuses.

CBD recognizes that its suppliers play an important role in maintaining CBD’s long-term success and reputation as an ethical, responsible, and transparent Bank. CBD expects suppliers to align with ethical standards, respect human rights, maintain acceptable working conditions, engage in fair business practices, and adhere to all applicable laws, rules, and regulations of the jurisdictions in which suppliers operate.