



Al Naghi Co.

## Commitment Statement

### Al Naghi Company Disability Management Program: On Social Equity

Impartiality, fairness, transparency, integrity, and equality, are common corporate articulations Al Naghi Company has used in crafting its business acumen. We believed in each dimension so that traversing the breadth and depth of it is the organization's altruistic disposition. Whilst change is inevitable, Al Naghi Company remains steadfast in promoting its Corporate Shared Value, despite being diverse in its business portfolio, and that is anchored on the idea of sustainability. The evolving concept of sustainability in business became one of the organization's strategic approaches in catalyzing a holistic business model.

The management plethora of the organization stemmed from social equity. We credit our success stories to the people of Al Naghi Company (*the employees*) in various contributions and the surrounding communities, and therefore, contemplating on effective policing like the Disability Management Program is an additional advantage and a clear manifestation of diversity and inclusivity in the workplace. Effective policing in several dimensions such as human rights, society, environment, governance, education, etc., creates seamless relationships between ethical standards and progress. Beyond any philanthropic purpose, considering people with disabilities in the workplace is a visionary strategy that expands the culture of diversity and people development in Al Naghi Company. It does not talk about the person's limitations and preferences, rather, the invaluable contributions to themselves, their family, and to the PWD community as a whole.

Our vision of continual development proceeds with the many ideologies in Corporate Governance. We never thought of a momentary action, rather, we envisioned long-term strategies and objectives that have measurable criteria to assess our efficiency, productivity, and opportunities. The objectives do not limit an employee's potential to develop according to his/her physical ability or the lack thereof. More so, on top of what numbers can offer is the organization's consistent advocacies on impartiality, fairness, transparency, integrity, and equality.

The operative word, therefore, is everyone. Everyone gets to explore and contribute to the creation and success of the Disability Management Framework of the organization. The employees of Al Naghi Company are not represented categorically based on the physical and/or psychological advantages over the others. Our work for progress is a collective effort from the different backgrounds, skills, preferences, physical and psychological attributes, and ideologies of our employees. The culture is definite and it includes everyone in the process.

**Mohammed A. Naghi**  
President