

## **Ooredoo Palestine**

### **Recruitment and Equal Opportunity Guideline**

#### **Guideline Statement**

Ooredoo Palestine is committed to attracting and retaining the best talent to support the company's strategic objectives. Our recruitment practices are designed to ensure the selection of candidates who demonstrate the required skills, experience, and values in alignment with our vision.

#### **Recruitment Objectives**

This guideline outlines the principles and objectives that govern Ooredoo Palestine's recruitment and employment practices, which aim to:

- Attract candidates with the appropriate technical and interpersonal skills to meet both current and future organizational needs.
- Apply fair, consistent, and transparent recruitment procedures in line with applicable labor laws and best employment practices.
- Position Ooredoo Palestine as an employer of choice and a champion of equal opportunity in the local labor market.

#### **External Recruitment Guidelines**

External candidates may apply for employment at Ooredoo Palestine through any of the following channels:

- Recruitment portal via the official company website: [www.Ooredoo.ps](http://www.Ooredoo.ps)
- Employee referrals from current permanent employees, who may refer candidates for specific vacancies. Referring employees are expected to provide a reference if requested. Referred applicants will be included in the longlist and will undergo the same recruitment process as all other candidates. Once the referral is made, the Recruitment Team will directly handle all communication with the candidate.
- Approved recruitment providers designated by Ooredoo Group.
- Career and recruitment fairs attended by the company.

Additional requirements and conditions include:

- All personal information, data, and employment history submitted must be accurate and truthful.
- Ooredoo Palestine reserves the right to conduct background and reference checks.
- Any submission of false or misleading information will result in disqualification from the hiring process.

- All candidates must be at least 18 years of age to be eligible for employment.

Employment preference will be given in the following order:

1. External candidates with demonstrated proficiency or potential to fulfill the job requirements.
2. External candidates who hold residency rights in Palestine.
3. Expatriates recruited from their home country (where applicable).

### **Equal Opportunity Commitment**

Ooredoo Palestine is an equal opportunity employer. All employment decisions — including recruitment, training, promotion, and development — are made without discrimination based on marital status, ancestry, religion, gender, age, national origin, or disability.

Both current employees and external candidates are considered based on merit and qualifications relevant to the job role, in alignment with Ooredoo's values of fairness, inclusiveness, and professionalism.