



Employee Rights & Freedom of Association Policy

Miracle Oman Destination Management Company (Miracle Oman DMC)

Miracle Oman DMC is committed to maintaining a fair, respectful, and responsible working environment for all employees. The company recognizes the importance of employee rights and ensures that all employment practices are conducted in accordance with the laws and regulations of the Sultanate of Oman.

Freedom of Association

Miracle Oman DMC respects the rights of employees to freedom of association and lawful worker representation in accordance with the provisions of the Oman Labour Law. The company does not hinder, restrict, or interfere with employees' rights to join or participate in legally recognized worker organizations or representative committees.

Non-Discrimination and Respect

Miracle Oman DMC promotes a workplace culture based on respect, fairness, and equality. The company ensures that no employee will face discrimination, intimidation, or retaliation for exercising their lawful rights to association or representation.

Gender Equality and Inclusion

Miracle Oman DMC is committed to promoting gender equality and equal opportunities in the workplace. The company strives to maintain a balanced and inclusive working environment where employees are treated fairly and respectfully regardless of gender. Miracle Oman DMC encourages women's participation and empowerment within the organization and is proud to maintain an almost equal representation of employees from both genders within its team. The company supports equal access to professional opportunities, training, and career development for all staff members.

Equal Opportunity Employment

Miracle Oman DMC provides equal employment opportunities to all employees and applicants. Recruitment, promotion, training, and career development are based on skills, experience, and professional merit, without discrimination based on gender, nationality, age, religion, or other personal characteristics. The company is committed to maintaining a diverse workforce and ensuring fair treatment for all employees.

Anti-Harassment and Workplace Respect

Miracle Oman DMC is dedicated to maintaining a safe, respectful, and harassment-free workplace. Any form of harassment, bullying, intimidation, or inappropriate behavior will not be tolerated. Employees are encouraged to report concerns through appropriate channels, and all complaints will be addressed seriously, confidentially, and fairly.

Open Communication

Miracle Oman DMC encourages open dialogue between management and employees. Staff members are free to raise concerns, share suggestions, and participate in discussions aimed at improving the workplace environment.

Compliance with Labour Regulations

All company policies and practices related to employment, worker welfare, and representation comply with the applicable labour regulations of the Sultanate of Oman.

This policy reflects Miracle Oman DMC's commitment to ethical business conduct, responsible employment practices, and respect for the rights and well-being of all employees.

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