

**Aldar Properties PJSC –
Human Rights Policy**



PURPOSE

Aldar is committed to respecting and promoting human rights standards across our constituent businesses, supply chain and in the communities where we operate.

Aldar's primary operations are within the United Arab Emirates and our policies and procedures all reflect the relevant applicable UAE Federal Laws and the protections that they offer towards human rights. Aldar recognises the United Nations' (UN) Universal Declaration of Human Rights, the International Labour Organisations' (ILO) Declaration of Fundamental Principles and Rights at Work and has embedded in its related policies the applicable elements of the UN Sustainable Development Goals and the ILO Fundamental Conventions.

Aldar recognises that the prevalence of human right violations is heightened in certain geographies and sectors. Aldar has therefore in addition to this human rights policy put in place a worker welfare policy which seeks to mitigate the risks facing those who are most vulnerable in our operations and supply chain.

COMMITMENTS

FAIR AND EQUAL TREATMENT

- Everyone receives fair and equal treatment and opportunity.
- People performing the same role, with equal experience, receive equal remuneration, benefits; treatment; evaluation of the quality of their work; and equal opportunity to fill all positions.

NO DISCRIMINATION OR HARASSMENT

- All of our recruitment and employment practices are free from discrimination or harassment of any form.
- Discrimination relating to race, colour, sex, religion, national or social origin or disability that reduces equal opportunity, prejudice equal access to or continuation of employment and enjoyment of right is strictly prohibited.
- Harassment or bullying whether physical, verbal or sexual is prohibited in all forms.

NO FORCED LABOUR OF ANY FORM

- All employment is freely chosen and free of coercion.
- Forced labour, whether in the form of prison labour, indentured labour, bonded labour is strictly prohibited.

NO CHILD LABOUR

- No child labour is tolerated.
- No hazardous work is to be completed by anyone under the age of 18.
- Youth employment of those between the ages of 15 and 18 is permitted provided that the work is not hazardous, guardian consent is obtained, physical fitness is certified, working hours do not exceed six hours and include at least one break; and work is not completed between 7pm and 7am.

OCCUPATIONAL HEALTH AND SAFETY

- Everyone is entitled to safe working conditions and access to workspaces that do not jeopardise their health in any shape way or form.
- Aldar recognises that the occupational health and safety risks experienced by its supply chain are greater than those experienced by its office based direct employees and therefore has put in place an additional and more detailed Health & Safety policy.
- Aldar is committed to integrating occupational safety and health stewardship into our core business activities to prevent injury, illness and enhance employee health & wellbeing.
- Aldar encourages and support all employees to report accidents, incidents, and hazards, and to challenge actions and behaviours that compromise health and safety.

DECENT WORKING CONDITIONS AND REMUNERATION

- Everyone's working conditions are to be in line with applicable local regulations which govern working hours, timely wage payment and appropriate dues.
- Aldar commits to establish conditions of work and work schedules that suit its operational requirements and abiding with UAE labour regulations of 40 working hours per week.
- Aldar is committed to meeting its operational requirements by establishing suitable conditions of work and schedules compliant with applicable legislation in the UAE.
- Aldar is committed to paying direct employee salaries and appropriate dues on a monthly basis to employees' bank account during the last 5 days of each month. In addition, our worker welfare policy specifies that our supply chain must make payments in line with applicable legislation in the UAE.

OWNERSHIP

The Management Committee at Aldar is responsible for the implementation of this policy. Operationally, the ownership of this policy lies with the People, Culture & Performance team at Aldar Group (including Corporate, Segments and Subsidiaries).