

**Aldar Properties PJSC –  
Anti-Discrimination and  
Harassment Policy**



## PURPOSE

Discrimination is defined as the act of unfair treatment or bias towards an individual due to their association with a certain class, background, or their personal characteristics. Personal characteristics include race, religion, gender, age, abilities, marital status, ethnicity, nationality, or any other such characteristic. Although harassment is a form of discrimination, it involves threatening or abusive verbal or physical acts that are targeted towards a specific person as a single occurrence or over time.

Aldar's anti-discrimination practices are based on the principles and guidance contained in the United Nations Guiding Principles on Business and Human Rights, the International Bill of Rights, and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work (the "**Guidelines**").

Aldar has also aligned its Anti-Harassment & Discrimination Policy with national laws. As a signatory to the Convention concerning discrimination in respect of employment and occupation, the United Arab Emirates imposes national policies designed to promote equality of opportunity in employment and occupation. With a key focus on supporting national growth and betterment, Aldar places a high emphasis on its adherence to national values of anti-discrimination and the applicable laws, which include:

- Federal Decree-Law No. 2 of 2015 on Combating Discrimination and Hatred.
- Article 32 of the UAE Labour Law 1980 on Gender Wage Equality.
- Federal Law No. 29 of 2006 on the Rights of People of Determination.
- The UAE's People of Determination Protection from Abuse Policy.

This Policy has been written to document Aldar's governing principles for enforcing the requirements established by the relevant UAE laws to prohibit discrimination and harassment and to implement best practice in discouraging such behaviour in accordance with the Guidelines.

## COMMITMENTS

- Aldar is committed to ensuring all employees are treated fairly and equally, without any kind of discrimination or harassment during their employment process, which includes recruitment, appraisal, promotion, and training which must be based on objective job criteria. This will include hiring and promotion procedures based on age, gender, relationships, family status, abilities, race, ethnicity, nationality, religious or political beliefs.
- Aldar is committed to ensuring fair labour practices and building a working environment that is free of unlawful discriminatory practices, including harassment, maintaining zero-tolerance for discrimination and harassment behaviour.
- Aldar is committed to promoting an inclusive and supportive working environment for all people regardless of their characteristics.
- Aldar is committed to complying with all applicable laws and regulations and prohibits use of violence or threat of violence, or any form of physical, sexual, psychological, or verbal abuse in the workplace.
- Aldar is committed to ensuring that it fully identifies key areas that have been identified as potential discrimination breaches.

- Aldar is committed to familiarizing its personnel with this policy, investigating, and resolving complaints in violation of such policies.
- Aldar is committed to safeguarding its employees' interests by ensuring all staff are aware of their legal rights at the workplace.
- Aldar is committed to engaging with employees to understand their perceptions of discrimination and harassment at the workplace, through mandatory yearly training, counselling, and implementation of measures for sharing and dealing with grievances appropriately.
- Aldar is committed to pursuing discrimination and harassment-related complaints through Aldar and its subsidiaries' respective grievance procedures.
- Aldar is committed to monitoring and reporting the number of incidents related to discrimination and harassment across Aldar and its subsidiaries to the respective Human Resource Divisions.
- Aldar is committed to upholding the Anti-Harassment & Discrimination Policy through a formal, rigorous, and consistent due diligence approach; monitoring and reviewing of its implementation will be conducted at regular intervals.

## **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 and Performance team at Aldar Group (including Corporate, Segments and Subsidiaries).