



Aldar Properties PJSC

Anti-Discrimination and Harassment Policy



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INTRODUCTION:

Aldar defines discrimination as the act of unfair treatment towards an employee due to their association with a certain class or their protected characteristic. Protected characteristics include race, religion, gender, age, people of determination (disability), marital status, ethnicity, nationality, or any other characteristic protected by law. Harassment, on the other hand, involves acts that are targeted towards a specific person.

It is the policy of Aldar to ensure all employees are treated fairly and equally, without any kind of discrimination or harassment. 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.

Aldar also looks to align 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 highly regards its adherence to national values of anti-discrimination.

OBJECTIVES:

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 behaviors.

Aldar will rigorously uphold this policy and strive towards familiarizing its personnel with this policy, investigating, and resolving complaints in violation of such policies.

SCOPE:

The Anti-Harassment & Discrimination Policy applies to Aldar including Aldar Development, Aldar Investments, and its subsidiaries.

Aldar encourages its business partners to uphold the principles in this policy and to adopt similar policies within their businesses to ensure the smooth functioning of their workplace.

POLICY COMMITMENT:

The United Arab Emirates has established rigid regulations to prohibit discrimination and hatred based on caste, race, religion, and ethnic origin. Aldar is dedicated to enforcing these mandates within its operations. The organisation abides by local and federal mandates, including:

- Federal Decree-Law No. 2 of 2015 on Combating Discrimination and Hatred.



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- Article 32 of the UAE Labor Law 1980 on gender wage equality.
- Federal Law No. 29 of 2006 on the rights of people of determination, and
- The UAE's People of Determination Protection from Abuse Policy

It is the policy of Aldar to:

- Comply with all applicable laws and regulations
- Treat all individuals equally and fairly during recruiting, promotions, and training based on job objective and criteria
- Promote an inclusive and supporting working environment for all people regardless of their characteristics
- Prohibit use of violence or threat of violence, or any form of physical, sexual, psychological, or verbal abuse to enforce discipline in the workplace
- Establish and duly review systems to refrain from any kind of hiring and promotion discrimination
 - This will include hiring and promotion procedures based on age, gender, relationships, family status, people of determination (disability), race, ethnicity, nationality, religious or political beliefs
- Uphold 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
 - Due diligence to have a broad coverage while at the same time focus on key areas that have been identified as potential discrimination breaches
- Safeguard employee interests by ensuring all staff are aware of their legal rights at the workplace
- Engage with employees to understand their perceptions of discrimination and harassment at the workplace, through mandatory yearly training, counseling, and measures for sharing grievances appropriately
- Pursue discrimination and harassment-related complaints through Aldar and its subsidiaries respective grievance redressal procedure
- Monitor and report the number of incidents related to discrimination and harassment across Aldar and its subsidiaries to the respective Human Resource Divisions
- Aldar is committed to reviewing the Anti-Harassment & Discrimination Policy from time to time as deemed necessary.

OWNERSHIP:

Aldar's commitment towards Anti-Harassment & Discrimination Policy is owned by the Management Committee of Aldar.

At an operational level, the policy will be governed by the HR executive director of Aldar including HR Managers of Aldar Development, Aldar Investment, and all subsidiaries.



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MONITORING AND COMPLIANCE:

Aldar encourages transparent and accountable procedures in implementing the Anti-Harassment & Discrimination Policy.

By establishing standards and frameworks, Aldar ensures that this policy is upheld by the organisation. Aldar's culture also ensures that the entity works closely with the relevant stakeholders to comply with the commitments of the Anti-Harassment & Discrimination Policy while at the same time assist Aldar to achieve its sustainability objectives and targets. Aldar is committed to complying with all applicable laws and international conventions that the company is a signatory.