



Aldar Properties PJSC

Human Rights Policy



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INTRODUCTION:

At Aldar, we define our mission as: Placing our customers first by embedding sustainability, quality, technology, and innovation in everything we do.

In pursuing this mission, we are committed to our five core values: Diversity and Inclusion, Collaboration, Innovation, Agility, and Customer Centricity.

In accordance with these values, Aldar is committed to respect and promote human rights by complying with the UN Guiding Principles on Business and Human Rights, the United Nations' Sustainable Development Goals and also incorporating best practices from International Labour Organisation Fundamental Conventions.

Aldar operates within the United Arab Emirates and our policy and commitments comply with the national and regional laws and regulations.

POLICY STATEMENT:

The Human Rights Policy is owned by the Management Committee.

At an operational level, the leadership (including Development Management and Asset Management) is responsible for implementing the policy with the appropriate standards and procedures and is advised by the Chief Financial and Sustainability Officer.

In addition, all Directors, Heads of Departments, and investment and acquisitions team will work with relevant stakeholders to ensure that they will comply with these commitments and achieve the company's sustainable objectives and targets.

The below commitments will provide guidance to the appropriate stakeholders in their relevant departmental procedures.

SCOPE:

This Human Rights Policy applies to Aldar Group (including its subsidiaries) and its employees (including independent contractors, temporary workers and similar), and extends to our supply chain.

We encourage our business partners to uphold the commitments in this Policy and to adopt similar policies within their businesses.



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ALDAR'S COMMITMENTS:

- **No Forced or Child Labour:** Aldar does not engage in or condone the unlawful employment or exploitation of children and prohibits the use of all forms of forced labour.
- **Diversity and Inclusion:** Aldar has a Diversity and Inclusion (D&I) program. We believe that fostering a diverse and inclusive culture will increase motivation, loyalty and, as a result, performance.

We aim to recruit, hire, place, train, compensate and advance people based on needs in the organization and qualifications, skills, experience, and performance of our people.

We are dedicated to fostering workplaces that are free from discrimination or harassment based on race, gender, religion, age, disability, or any other status protected by applicable law.

- **Safe and Healthy Working Conditions:** We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.
- **Work Hours, Wages and Benefits:** We compensate employees competitively relative to the industry and local labour market, and fully compliant with applicable wage, work hours, overtime and benefits laws.
- **Guidance and Reporting for Employees:** We strive to create workplaces in which open and honest communications among all employees are valued and respected. Employees and Workers have access to multiple grievance reporting mechanisms and may report without prejudice, with anonymity respected.

MONITORING AND COMPLIANCE

We understand that human rights due diligence is an ongoing process. Aldar will monitor its own operations to identify and address any actual or potential adverse impacts and where necessary, respond effectively to remedy the issues identified through monitoring.

We will work with our suppliers to operate in a manner which is consistent with our values and standards by considering social and human rights-related factors in our procurement policies and procedures.

We will communicate this policy and provide guidance as appropriate to employees, subsidiaries, suppliers, contractors, business partners and other stakeholders. Both



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internal and external stakeholders can freely ask questions and raise concerns via our formal grievance mechanisms.

In case of any violation of this policy, we undertake remediation, in line with our grievance handling processes.

REPORTING REQUIREMENTS:

We strive to create workplaces in which open and honest communications among all employees and workers are valued and respected.

We are committed to the transparent reporting on our human rights commitments and performance through our annual Sustainability Report.