



SUSTAINABILITY POLICY

Expo City embraces the principles of sustainable development and is guided by our shared values of collaboration, integrity and responsibility to create a positive environmental and social impact on our community.

SUSTAINABILITY VISION

On our journey to becoming climate positive by 2050, Expo City Dubai will harness the power of 'we' and the legacy of Expo 2020 to create an innovative, sustainable, and smart urban environment that exists in harmony with nature and supports inclusivity, wellbeing, and equity for all.

TO REALISE THIS POLICY AND VISION, EXPO CITY DUBAI COMMITS TO MEETING FOUR KEY OBJECTIVES:

- 1. Sustainable Built Environment:** Advance a model for a sustainable, accessible, and smart built environment, through the integration of sustainable urban development principles that drive environmental, social, and economic benefits.
- 2. Sustainable Operations:** Demonstrate the value of sustainable operations throughout the city and the events we host through an ethos of environmental and social responsibility and an integrated sustainable approach, enhanced by resource efficiency and the power of smart technology.
- 3. Engaged Community:** Generate impact and engage a community of tenants, visitors, and employees to cultivate a strong sense of personal responsibility and catalyse sustainable living, economic value, and an equitable future for all.
- 4. Carbon Positive by 2050:** Drive towards Net-Zero Carbon by 2045 & Climate Positive by 2050 by implementing programmes and initiatives that reduce greenhouse gas emissions throughout the value chain, and by supporting offset projects that create social, environmental, and economic benefits

H.E. Reem AlHashimy
Chief Executive Officer

TO ENABLE SUCCESS, EXPO CITY DUBAI IS APPLYING EFFECTIVE GOVERNANCE THROUGH:

- **Alignment with international and national climate commitments:** Aligning with the UN Sustainable Development Goals, and the UAE's Sustainability and climate change targets.
- **Leadership:** Providing visible leadership by utilising cutting-edge innovations and best practices, implementing global sustainability standards.
- **Awareness:** Driving awareness through transparent communication, education, policy sharing, reporting, and training.
- **Culture:** Creating a culture enabling employees, tenants, and visitors to embrace the sustainability vision of the city.
- **Accountability:** Supporting our stakeholders on the execution of Expo City Dubai's sustainability policy, vision, and strategy.

Matt Brown
Chief Sustainability Officer

WORKER WELFARE POLICY



مدينة إكسبو دبي
EXPO CITY DUBAI

AT EXPO CITY DUBAI WE ARE WORKING TOGETHER TO ADVANCE WORKER WELFARE STANDARDS.

Worker welfare is a social responsibility and aligned to our objective to deliver a sustainable Expo. After having hosted a world exposition in the Middle East for the first time, Expo City Dubai represents a unique opportunity for key stakeholders to collaborate and contribute to a positive impact and a meaningful legacy for worker welfare.

We are committed to the health, safety, welfare, security, and dignity of workers. We require organisations supporting the delivery of Expo City Dubai, including our third-party developers, contractors, employers and partners, to share our commitment by making our worker welfare policy an integral component of their operations.

Organisations working with us must demonstrate effective leadership on worker welfare and allocate sufficient resources to ensure this policy is implemented throughout their supply chain to meet our requirements. Throughout the base build, operational readiness, and legacy transformation, we will proactively support and influence organisations with the following ten principles of this policy.

H.E. Reem Al Hashimy
Chief Executive Officer

EMPLOYERS MUST:

1. Ensure fair and free recruitment.
2. Ensure that employees understand the terms and conditions of their employment.
3. Treat employees equally and without discrimination.
4. Protect and preserve the dignity of employees and not tolerate harassment or abuse of any kind.
5. Respect the right of employees to retain their personal documents.
6. Pay employees' wages and benefits on time and in full.
7. Allow employees freedom to exercise their in-country legal rights without fear of reprisal.
8. Provide a safe and healthy working and living environment.
9. Provide access to grievance mechanisms and remediation.
10. Ensure that bonded, indentured, forced, or child labour is not used.

Our worker welfare policy is applicable to all organisations working to deliver Expo City Dubai. The policy will be reviewed regularly. We look forward to working with our stakeholders to continually improve worker welfare and deliver a lasting legacy.

Matt Brown
Chief Sustainability Officer

