



DAMAC Human Rights & Labor Policy

(DAMAC Real Estate Development Limited)

We respect human rights.

Our Principle

We respect human rights of all those working for or with us, and of the people in the communities in which we operate. We will not exploit anyone, wherever in the world we are working. We will not do business with companies, organizations, or individuals that we believe are not working to comparable generally accepted human rights standards.

We Never

- Use any form of child Labor, modern slavery, servitude, or forced Labor in our operating companies, nor to the best of our knowledge in our supply chain.
- Tolerate excessive working hours being worked in any of our operating companies other than on an exceptional or emergency basis.
- Work with other companies that we know or suspect are not respecting our human rights principles.
- Negotiate with or try to persuade our employees to adopt working terms or conditions that do not conform to the UN human rights principles.
- Discriminate in respect of employment and occupation.

We Always

- Make the health, safety, and wellbeing of our employees and others a top priority.
- Comply with national laws on wages and working conditions where we operate.
- Comply with the constitution of the country where we operate, applicable International Human Rights Treaties and any DAMAC Group policies covering the rights of those who work for or with us or are otherwise affected by our action.
- Support and respect the protection of internationally proclaimed human rights.
- Ensure that we are not complicit in human rights abuses.

Approved by Chairman and DAMAC Real Estate Development Limited Board on 26th of June 2023