



Human Rights & Labor Regulations Policy

Burjeel Holdings PLC



1. INTRODUCTION

- 1.1 Burjeel Holdings PLC including its affiliates and subsidiaries (“Burjeel”) is committed to upholding and respecting human rights principles in all aspects of its operations. Burjeel recognizes that human rights are fundamental and universal, and it is dedicated to promoting and protecting these rights within the sphere of influence. This Human Rights & Labor Regulations Policy (the “Policy”) outlines Burjeel’s commitment to respecting human rights, with a particular focus on labor rights, child labor, and related issues.
- 1.2 A respect for human rights is critical to the sustainability of Burjeel, and is consistent with the key internationally recognized human rights and standards, including the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Children’s Rights and Business Principles and Federal Decree Law No. 33 of 2021 Regarding the Regulation of Employment Relationship and its amendments, known as the ‘UAE Labour law’, governs the labor rights of employees in the private sector.

2. SCOPE

- 2.1 The Policy covers all geographies where Burjeel has its presence.
- 2.2 The Policy applies to Burjeel’s Board of Directors and all employees, Burjeel’s facilities, departments, and business units, consultants, temporary staff, agency staff, volunteers, and students engaged by Burjeel; and suppliers that supply goods and services to Burjeel.
- 2.3 Burjeel businesses operating in specific countries or regions may supplement this policy with policies that have specific relevance to their operation and region, including standards of action to be implemented operationally by each region.

3. PROCEDURE

Burjeel is committed to upholding the rights of all workers, including but not limited to:

- 3.1 **Equal Opportunities and Non-Discrimination:** We are committed to providing equal opportunities for all employees, regardless of race, color, ethnicity, nationality, religion, gender, age, disability, or any other characteristic protected by law.
- 3.2 **Fair Wages and Benefits:** We ensure that all employees receive fair wages and benefits that meet or exceed legal requirements and industry standards. We are committed to paying living wages that enable employees to support themselves and their families.
- 3.3 **Safe and Healthy Working Conditions:** We provide a safe and healthy working environment for all employees, free from hazards and risks to their health and safety. We comply with all relevant health and safety regulations and strive to continuously improve working conditions.

- 3.4 **Respect for Working Hours:** We respect the rights of employees to reasonable working hours and rest periods. We do not tolerate excessive overtime or forced labor, and we ensure that all work is voluntary and compensated.
- 3.5 **Child Labor:** Burjeel is committed to preventing and eliminating child labor in all its forms. We do not employ children under the minimum age for employment as defined by national laws and regulations or the International Labour Organization (ILO) conventions. We recognize that the exploitation of child labor is a violation of human rights and is harmful to the physical, mental, and emotional development of children. We support efforts to eradicate child labor and work collaboratively with suppliers, partners, and other stakeholders to promote child welfare and access to education.
- 3.6 Prohibition of Forced Labor and Other Prohibitions (as per UAE labour law, its regulations, from time to time)**
- 3.6.1 The employer shall not use any means that would oblige or force the worker, threaten him with any penalty to work for it, or compel him to undertake work or provide a service against his will.
- 3.6.2 Sexual harassment, bullying or any verbal, physical or psychological violence committed against the worker by the employer, his superiors at work, colleagues or the persons who work with him, are prohibited.
- 3.7 **Third Party Responsibility:** Burjeel recognizes the importance of responsible supply chain management in upholding human rights standards. We expect our suppliers and business partners to adhere to the same principles outlined in this policy. We conduct due diligence to assess and mitigate human rights risks in our supply chain and take appropriate action to address any violations or non-compliance.
- 3.8 **Training and Awareness:** We provide training and awareness programs to our employees, suppliers, and business partners to promote understanding of human rights principles and their implications for our operations. We encourage open communication and collaboration to identify and address human rights issues effectively.
- 3.9 **Reporting and Accountability:** Burjeel is committed to transparency and accountability in implementing this Human Rights Policy. We have mechanisms for reporting and addressing human rights concerns raised by employees, stakeholders, or other parties via the Grievance redressal process. We conduct regular reviews and evaluations of our human rights performance and take corrective action as necessary to improve our practices.

4. POLICY APPROVAL

- 4.1 The Policy shall be reviewed and approved by Burjeel's Board of Directors. The Policy shall be effective from the date of approval by the Board of Directors. All amendments to the Policy will be made in compliance with applicable laws and will



require approval by the Board of Directors. The Compliance Officer is the custodian of the Policy.

5. DOCUMENTATION AND REGULAR REVIEW

Burjeel’s Compliance Officer shall periodically evaluate the effectiveness of the Policy, and review and revise it as necessary, including to reflect any changes required by applicable laws.

You can direct any suggestions for improvements to this Policy to Burjeel’s Compliance Officer at cs@burjeelholdings.com.

Organization Scope	Burjeel
Parent Process	Compliance Program
Document owner	Compliance Officer
Approved by	Burjeel Board of Directors
Initial date published	June 13, 2024
Document effective date	June 13, 2024
Document updated as per	-
Contact person	Compliance Officer
Version	1.0