

## Worker Welfare Policy

At Inmaa Al Bilad, we value the health, safety, and well-being of our workers as a top priority. Our Worker Welfare Policy outlines our commitment to providing a safe, healthy, and supportive work environment for all our employees and subcontractors.

- 1. Health and Safety:**
  - a. We are committed to providing a safe and healthy workplace, ensuring compliance with relevant health and safety laws, regulations, and industry standards.
  - b. We conduct regular risk assessments and implement appropriate control measures to prevent accidents, injuries, and occupational illnesses.
  - c. We provide appropriate training, personal protective equipment (PPE), and resources to empower workers to work safely and contribute to a culture of safety awareness.
- 2. Fair Employment Practices:**
  - a. We adhere to fair employment practices, treating all workers with dignity, respect, and fairness, regardless of their nationality, race, gender, religion, age, or any other protected characteristic.
  - b. We comply with applicable labor laws and regulations, including those related to working hours, wages, benefits, and employment contracts.
  - c. We prohibit any form of forced labor, child labor, or any other forms of labor exploitation.
- 3. Accommodation and Amenities:**
  - a. We provide suitable and safe accommodation facilities for workers, ensuring adequate living conditions that meet basic hygiene, comfort, and privacy requirements.
  - b. We provide clean drinking water, sanitary facilities, and appropriate amenities that support the well-being and hygiene of workers.
  - c. We regularly inspect and maintain accommodation facilities to ensure they meet necessary standards and address any concerns promptly.
- 4. Training and Development:**
  - a. We invest in the training and development of our workers, providing them with necessary skills, knowledge, and opportunities for career advancement.
  - b. We offer training programs on health and safety, job-specific skills, and other relevant areas to enhance workers' capabilities and promote personal and professional growth.
  - c. We encourage workers to provide feedback, suggestions, and participate in the continuous improvement of our worker welfare practices.
- 5. Grievance Mechanism:**
  - a. We establish a transparent and accessible grievance mechanism that allows workers to raise concerns, provide feedback, and report any violations or grievances without fear of retaliation.
  - b. We promptly investigate and address reported concerns, ensuring confidentiality and fairness throughout the process.
  - c. We communicate the grievance mechanism and workers' rights effectively, providing workers with the necessary information and support to utilize the mechanism.
- 6. Social Responsibility:**
  - a. We engage with local communities, respecting their customs and traditions, and contributing positively to their social and economic development.
  - b. We promote diversity, equality, and inclusivity within our workforce, fostering an environment that respects and values individuals from different backgrounds.
  - c. We encourage workers' participation in community initiatives, promoting their well-being and integration within the local community.

We regularly review and update our Worker Welfare Policy to ensure its effectiveness and alignment with applicable laws, regulations, and industry best practices. All employees, subcontractors, and stakeholders are expected to adhere to this policy, and we encourage open communication and collaboration to continuously improve worker welfare practices.

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APPROVED BY:

Mohammad Al Sinan

CEO

