

## **HASHIM CONTRACTING & GEN MAINT.CO. LLC**

### **WORKERS WELFARE POLICY**

We, **HASHIM CONTRACTING & GENERAL MAINT. CO.LLC** is fully dedicated to plan & execute key Contracting projects and maintenance works. We are promoting workers welfare and accord high priority to occupational health & Safety with full company efforts and management towards the following principles;

#### **Commitment**

We are committed to the welfare and dignity of workers. We will ensure effective leadership on worker welfare and allocate sufficient resources to ensure that employment conditions throughout their requirements. Through out construction, event operations and repurposing of the site for legacy use, we will proactively support and influence organization to achieve compliance with the following ten principles of this policy.

#### **For Our Employees**

1. Ensure fair and free requirement.
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 health 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 policy is applicable to all projects and sub contractors involved with us in Hashim Contracting. The policy will be reviewed regularly. We look forward to working with our stakeholders to continually improve worker welfare and deliver a lasting legacy.



**Mohamed Hashim Al Damasi**  
**CEO**