



HUMAN RIGHTS COMMITMENT

1. PURPOSE

The purpose of this human rights commitment is to safeguard and advance human rights across our business operations and the communities we serve. With our core operations based in the United Arab Emirates, all principles and procedures are aligned with the applicable UAE Federal Laws, ensuring full compliance with the protections they provide.

We acknowledge that the potential for human rights violations may be heightened in certain regions and sectors and therefore, remain proactive in addressing and mitigating such risks.

2. COMMITMENTS

At RAK Properties, we recognize that protecting human rights is a shared responsibility and an integral part of our ethical, social, and business practices.

2.1. Fair and equal treatment

- a. Everyone receives fair and equal treatment and opportunity.
- b. People performing the same role, with equal experience, receive equal remuneration, benefits, treatment, evaluation of the quality of their work, and equal opportunity to fill all positions.

2.2. No discrimination or harassment

- a. All our recruitment and employment practices are free from discrimination or harassment of any form.
- b. Discrimination relating to race, colour, sex, religion, national or social origin, or disability that reduces equal opportunity, prejudices equal access to or continuation of employment, and enjoyment of rights is strictly prohibited.
- c. Harassment or bullying, whether physical, verbal, or sexual, is prohibited in all forms.

2.3. No forced labour of any form

- a. All employment is freely chosen and free of coercion.
- b. Forced labour, whether in the form of prison labour, indentured labour, or bonded labour, is strictly prohibited.

2.4. No child labour

It is not permissible to employ any person under the age of fifteen (15) years old. Employing juveniles (aged 15–18) is only permitted with strict conditions, including a written consent of the juvenile's guardian or custodian.

2.5. Occupational health and safety

- a. Everyone is entitled to safe working conditions and access to workspaces that do not jeopardize their health in any way or form.
- b. We recognize that the occupational health and safety risks experienced by its supply chain are greater than those experienced by its office-based direct employees and therefore have put in place a comprehensive Health & Safety policy.
- c. We integrate occupational safety and health stewardship into our core business activities to prevent injury, illness, and enhance employee health & well-being.
- d. We encourage and support all employees to report accidents, incidents, and hazards, and to challenge actions and behaviors that compromise health and safety.

2.6. Decent working conditions and remuneration

- a. We establish working conditions and schedules that align with operational needs while adhering to UAE labor regulations, which limit the workweek to a maximum of 48 hours
- b. We ensure that all employees receive their salaries and any applicable dues directly into their bank accounts within the last five days of each month

2.7. No human trafficking

- a. We use only licensed, reputable recruitment agencies.
- b. We ensure employees retain control of their passports and personal documents.
- c. We prohibit fees from being charged to employees for job placement.
- d. We monitor recruitment practices to ensure no coercion, debt bondage, or exploitative conditions
- e. We guide on reporting suspicious activities safely and anonymously
- f. We ensure reports are investigated promptly, and corrective actions are taken.

3. COMPLIANCE AND REVIEW CYCLE

RAK Properties is committed to upholding human rights through comprehensive principles and practices that align with international standards and UAE labor laws. This document is reviewed annually by the Human Resources Department to ensure ongoing alignment with applicable laws, regulations, and best international practices.