

# Human Rights Policy





اعتماد السياسة

**The policy was approved pursuant to the decision of the CEO on 31/06/2023**

regarding how it manages its impact on human rights across all of its operations. The company firmly believes that such an open collaboration is vital to driving continuous improvement in this important area.

Alandalus Property dedicates itself to respecting and protecting the human rights of its employees, individuals working across its value chain, and members of the communities in which it operates. This policy outlines the goals and practices to which the company is committed.

We believe that everyone deserves to be treated with dignity and respect and recognize our role as a leading company in fostering a positive culture around human rights.

The company's human rights approach is based on achieving two key objectives:

1. Compliance with the laws and regulations in all jurisdictions where the company operates.
2. Engagement with regional and international stakeholders on human rights matters relevant to our business and responding to their concerns.

Alandalus Property continues to adopt leading practices by:

1. Prohibiting the unlawful employment of children below the legal working age.
2. Ensuring fairness in offering opportunities and treating all employees and candidates without any form of discrimination, harassment, or abuse.
3. Providing timely employee compensation and wages and complying with all applicable regulations regarding official working hours.
4. Prohibiting forced or compulsory labor, defined as any work or service performed under coercion or without the consent of the individual concerned.
5. In accordance with applicable laws and in line with them, respecting employees' rights to freely participate in group discussions and activities without fear of retaliation, intimidation, or harassment.

## Scope

This Human Rights Policy applies to all directors, officers, and employees working at Alandalus Property. They are required to adhere to this policy and conduct their activities on behalf of the company in alignment with its principles.

The Human Resources Department is responsible for implementing and enforcing the policy, which applies to all operations and services carried out by the company and its personnel.

## Responsibility

The company bears the responsibility for ensuring respect of human rights in its daily operations.

The Human Resources Department oversees human rights-related matters, communicates the Human Rights Policy to all employees and stakeholders, and periodically reviews and updates the policy in coordination with the Governance Department.

Alandalus Property calls upon all employees and stakeholders to fully comply with this policy to ensure the achievement of its goals and objectives.