

CONSTRUCTION PROGRESS

We are on track to deliver a spectacular event.



More than **28,000**
workers on site*



More than **192** million
work hours completed on site*



Construction of thematic
districts well advanced

POLICIES AND STANDARDS

Our world class standards protect the health, safety and welfare of the workers on the Expo 2020 Dubai site.

WORKER WELFARE POLICY

- ▶ All commitments based on global best practice
- ▶ Contains ten key principles in line with international guidance on workers' rights including the International Labour Organization and United Nations

ASSURANCE STANDARDS

- ▶ Bound into every contract on site
- ▶ Set down both UAE law and requirements formulated from international best practice as required by Expo 2020

Areas covered include:

- *Procurement qualifications*
- *Wages and working hours*
- *Accommodation facilities*
- *Free and fair recruitment*
- *Quality of transportation*

BETTER TOGETHER PROGRAMME

- ▶ Designed to protect the wellbeing of workers today and in the future
- ▶ Based on core values of Care, Respect and Pride
- ▶ Makes sure that Expo 2020 works alongside partners to knowledge share and learn
- ▶ Annual awards held to celebrate partners' achievements in advancing worker welfare

GOVERNANCE

Our 12-strong Worker Welfare team monitor and audit contractors.

- ▶ Internationally renowned bodies support oversight:
 - UK Health and Safety Executive
 - Control Risks
 - PwC
- ▶ Work with UAE government bodies:
 - Dubai Police
 - Dubai Civil Defence
 - Dubai Municipality
 - Ministry of Human Resources and Emiratization

- ▶ Reporting to UAE Government Human Rights Committee which oversees UAE worker welfare law
- ▶ Worker Welfare Forums attended by all main contractors every two months
- ▶ Quarterly leadership meetings with the CEOs of main contractors

AUDITS AND COMPLIANCE

- ▶ All contractors invited to tender undergo audits and inspection
- ▶ All contractors audited within three months of being on site followed by monthly review
- ▶ In-depth audits take place every six months
- ▶ All contractors submit Improvement Action Plans to address areas of non-compliance
- ▶ Contracts are not awarded to companies who cannot commit to standards

THE WORKER VOICE

Listening and empowering the people at the heart of Expo 2020 Dubai.



WORKER CONNECT

- ▶ Multi-language mobile app designed to improve the day-to-day lives of workers
- ▶ Enables **early identification of issues** and swift resolution
- ▶ Acts as a one-stop-shop for educating workers on their rights
- ▶ **Issues can be reported anonymously**
- ▶ Features interactive voting and polling and push notifications

WORKER HOTLINE

- ▶ Freephone hotline to report issues and concerns anonymously
- ▶ Reporting can occur in **8 different languages**

WORKER WELFARE COMMITTEES

- ▶ Contractors hold regular Worker Welfare Committees every two months
- ▶ Elected Expo worker representatives present at all committee meetings where issues can be raised

TRAINING AND LEARNING

- ▶ Programmes available for contractors, third party developers and consultants
- ▶ Includes self-auditing, and education on UAE and international guidelines
- ▶ Workforce-related awareness campaigns include:



Mental health and wellbeing



Overtime payments



Working hours



Transportation



Injury or illness



Working at Height

RECREATION AND WELLBEING

A home away from home for workers living in the UAE while they help build Expo 2020 Dubai.

WORKER VILLAGES



Culturally diverse food menus that promote good health



Free WIFI



Access to recreational facilities: TV rooms/ sports facilities/ rest and social areas/ prayer rooms



Accommodation sites above a certain size that have a barber shop and grocery store



Live entertainment and festivities for workers, e.g. Diwali and Christmas



Access to professional counselling, general health checks, nutritional wellbeing

ANNUAL EXPO 2020 CRICKET TOURNAMENT



Launched in
2017

In 2019/20,
32
teams
took part



A crowd of
12,000

people were joined by international cricket stars **Yuvraj Singh** and **Shahid Afridi** for the final held at the world-famous International Cricket Council stadium in Dubai Sports City

2019 WORKERS CELEBRATION DAY

Co-hosted with
Dubai Police and
Dubai Sports Council

More than
2000
workers
celebrated with
fun and games

Activities included:
Yoga/ aerobics/ cricket/ basketball/ football match against Dubai Police/ tug-of-war tournament/ skydiving display/ 70-man motorcycle parade/ police dog demonstration/ performance by the Dubai Police Marching Band.



EMERGENCY AID CENTRE

Operated by the
Dubai Health Authority

Opened in
November 2018

The first of its kind
on a construction site
in the region

Focused on both
wellbeing
and **incident**
management



Open 24/7

and staffed by
doctors and nurses

Has a fully operational helipad
immediately outside, as well as
Expo's on-site ambulances