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 Emiratisation

*As of June 2020
Reporting to UAE Government Human Rights Committee which oversees UAE worker welfare law

Worker Welfare Forums attended by all main contractors every two months

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

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

*As of June 2020
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:

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

*As of June 2020