

Expo 2020 Dubai Worker Welfare Policy

At Expo 2020 Dubai® we are working together to advance worker welfare standards. Worker welfare is a social responsibility and aligned to our objective to deliver a sustainable Expo. Hosting a world exposition in the Middle East for the first time represents a unique opportunity for key stakeholders to collaborate and contribute to a positive impact and a meaningful legacy for worker welfare.

We are committed to the health, safety, welfare, security, and dignity of workers. We require organisations supporting the delivery of Expo 2020 Dubai, including our third-party developers, contractors and partners, to share our commitment by making our worker welfare policy an integral component of their operations.

Organisations working with us must demonstrate effective leadership on worker welfare and allocate sufficient resources to ensure this policy is implemented throughout their supply chain to meet our requirements. Throughout the base build, operational readiness, the event and legacy transformation, we will proactively support and influence organisations with the following ten principles of this policy.

Employers must:

1. Ensure fair and free recruitment.
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 healthy 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 welfare policy is applicable to all organisations working to deliver Expo 2020 Dubai. The policy will be reviewed regularly. We look forward to working with our stakeholders to continually improve worker welfare and deliver a lasting legacy.