

# Human Rights Policy

## 1. Purpose & Scope

Emaar Properties PJSC (“Emaar”) is committed to respecting internationally recognised human rights across our operations and supply chain. We will avoid causing or contributing to adverse human rights impacts and will seek to prevent and remedy impacts directly linked to our business relationships. This concise policy sets out our core principles and expectations.

This Policy shall apply to all officers and employees of Emaar. Emaar also encourages suppliers and other business partners to understand and cooperate in complying with both this Policy and Emaar’s Supplier Code of Conduct, and to work with Emaar to promote respect for human rights.

We will continue to conduct human rights due diligence to ensure accountability and fair remedies.

## 2. Guiding Standards

- UN Guiding Principles on Business and Human Rights (UNGPs)
- The International Bill of Human Rights
- The International Labour Organization (ILO) Fundamental Principles and Rights at Work
- Relevant laws and regulations of the jurisdictions in which Emaar operates

## 3. Core Commitments

- **No forced or child labour:** We prohibit forced, trafficked, or child labour. We do not knowingly employ any person below the legal minimum working age.
- **Fair and respectful workplaces:** We prohibit discrimination, harassment, and abuse. Employment decisions are based on merit and business needs.
- **Fair compensation and working hours:** Compensation, benefits, working hours, rest, and leave comply with applicable law and standards, with wages paid fully and on time.
- **Safe and healthy work:** We provide a safe and healthy working environment and expect the same of our contractors and suppliers.
- **Access to speak up:** Concerns can be raised in good faith through accessible reporting channels without fear of retaliation.
- **Responsible supply chains:** We encourage suppliers, contractors, and partners to uphold these principles and to cascade them within their own operations.

## 4. Governance and Accountabilities

The ESG Steering Committee (executive management), chaired by the Group CEO, approves this policy and oversees its implementation. All employees and officers of Emaar are expected to comply. Breaches may lead to disciplinary action or contractual remedies.

The Group ESG Department co-chairs a Human Rights Working Group (HRWG) with the Corporate Legal Department. It comprises members from across Emaar’s business units and corporate functions to provide recommendations for implementing the human rights strategy. The Group ESG Department also interfaces with other ESG working groups and task forces to ensure consistent implementation and disclosure.

Emaar shall maintain appropriate channel for anonymous reports related to human rights violations and will perform risk-based human rights due diligence to identify and take necessary remedial measures.

## 5. Training and Awareness

The Group shall ensure communication of the policy and its requirements to raise awareness among all officers and employees regarding human rights-related issues. Role-specific human rights training will also be delivered to relevant internal employees.

## 6. Transparency and Review

We will periodically report on progress through our annual integrated reports and other appropriate disclosures. We will review this Policy at least annually or upon any material changes to our business or the regulatory context.

## 7. Relevant Policies and Procedures

- Supplier Code of Conduct

**Document owner:** Group ESG • **Approval:** ESG Steering Committee • **Review:** Annually