

Date: 04 July 2021

Business and Human Rights Resource Center

London Office (Headquarters)

2-8 Scrutton Street, 2nd floor, London, EC2A 4RT

Subject: Meinhardt Bim Studio LLC Employee Complaints

Dear Mr. Mouhanad Sharabati & Mr. Mauricio Lazala,

Qetaifan Projects is a real estate development company founded in October 2017. Qetaifan Projects is the owner and developer of Qetaifan Island North, its first and main development; an island featuring a waterpark, hotels, and other facilities located in Lusail City, Qatar. Qetaifan Waterpark is one of the project components that is currently under construction on the Island.

Qetaifan Projects has no agreements, contracts or any business relationship with Meinhardt Bim Studio LLC or any of their employees. We have no contact with Meinhardt Bim Studio LLC or any other Meinhardt entity or any of their employees, and have never received any complaint from Meinhardt Bim Studio LLC or its employees. Qetaifan Projects is not aware of any of the allegations that Business and Human Rights Resource Center have stated in their e-mail and they have never been communicated to us directly.

The Qetaifan Waterpark construction contract was awarded to and is being carried out by the company Redco Construction-ALMANA, who is the main contractor in the construction of Qetaifan Waterpark. It is possible that one of Meinhardt's branches in Qatar is a subcontractor of Redco Construction-ALMANA in the construction of the Waterpark. It is worth noting that Qetaifan Projects has made all payments to Redco Construction-ALMANA on time and has never delayed such payments to Redco Construction-ALMANA, or any other contractor operating on the Island.

Following Business and Human Rights Resource Center's e-mail, and notwithstanding that we do not have any contractual, business relationship, legal obligations or any direct communication with Meinhardt Bim Studio LLC, we have contacted Redco Construction-ALMANA in order to investigate the non-payment complaints so stated, and have had communication with Meinhardt (Singapore) Pte Ltd - Qatar Branch who have confirmed, vide a letter dated 01 July 2021 (copy of which is attached herewith), their full commitment to justify the rights of their employees, and the immediate measures taken to resolve their issues with their staff.

Qetaifan Projects is committed to be a responsible corporation, demonstrated by the lack of such incidents in the history of our company. We respect the labour laws that are in force in the State of Qatar and espouse them in our company's practices, policies and procedures. We highly respect the rights of workers working on the Island and value highly our commitment to human rights as an ethical and prudent company that performs demonstrably with integrity and respect for all.

On certain occasions we have supported our main contractors and their subcontractors who were facing financial difficulties in order to avoid such issues of non-payment, as our commitment to ensure that all the workers and employees on the Island are protected.

Qetaifan Projects was honored to be listed as one of the 'Best Places to Work in Qatar' in 2020, a reflection of the company's humanitarian standards and respect for human endeavors.

This letter was issued without prejudice to any of our rights, based on Business and Human Rights Resource Center's request and without any liability on Qetaifan Projects W.L.L.

Sincerely,

on behalf of Qetaifan Projects W.L.L.

To,
Qetaifan Island,
Katara Hospitality,
Lusail, Qatar

FAO : Mr. Karam Ahmad – Qetaifan Projects

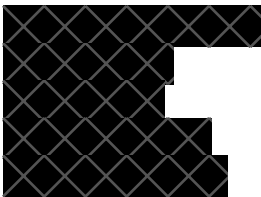
**Project : QETAIFAN ISLAND NORTH PHASE 1 – PACKAGE 3 WATER PARK
MAIN WORKS PROJECT – Execution and Development of the
Building Information Modelling, BIM SERVICE AGREEMENT
REF: P-285/2020/Sub/BSA-01**

Subject : MHT response to the Employees complaint on Salary issues

Dear Sir,

Concerning the above subject, it has been brought to our notice that some website has circulated partial and one-sided version of the news stating salary delays and non-payments to our ex-employees. Due to the prevalence of false news, it is for Meinhardt to take its clients into confidence that M/s. Meinhardt is fully committed to justify the rights of its employees and never intended to disrespect any individual or group. During the Covid-19 pandemic situation, company cash flow was severely affected by late and nonpayments on different projects, including Qetaifan island projects. In this critical situation, we had some salary delays, but we never left our employees abandoned and always took care of them by taking immediate measures to resolve their salary or any other issues.

The change is eventual in the current resources market; Meinhardt employees who had resigned formally with notice period and proper handover had been paid in full without any pending dues. On the other side, some employees left the company suddenly without serving the notice period and completing the exit formalities, which affect the project delivery. Following are some names of employees for such cases:



Their final settlement of the above-mentioned employees is on hold to evaluate the loss that occurred due to their sudden absence & without proper work handover; unprofessional behavior failed to complete the assigned tasks and other official formalities. Some of these employees are floating negative information about the company by contacting the social platforms instead of contacting the Qatar labour department.

Meinhardt being a multinational consultancy firm with more than 52 offices across the globe, Meinhardt always gives liberty to its employees to grow in the organization by their talent, supporting them to learn and treat them equally in the Meinhardt family.

We would like to ensure our respected clients that we are taking all the necessary actions in line with the Qatar labour law's instructions to resolve the employee's issues and their concerns fairly and promptly.

Thank you and assuring you our best service all the time.

Yours faithfully,
For MEINHARDT (SINGAPORE) PTE. LTD - QATAR BRANCH



Waqar U Zaman
Director – Meinhardt BIM Studios
Email: waqar.zaman@meinhardtgroup.com

CC:
1.Redco Almana