

## Survey questions

1. Please describe the scope of your operations and supply chains in Qatar, including whether you or your projects will be increasing the rate of recruitment in Qatar ahead of the World Cup and/or across the Gulf, by how much and in what timeframe.

*Our scope of work is hotels and hospitality services. Our recruitment is subject to business demand after world cup and any new upcoming projects.*

2. Does your company have a publicly-available policy which requires that no worker in its operations or supply chains should pay for a job, and that the costs of recruitment (i.e., recruitment fees and related costs) should be borne by the employer ("Employer Pays Principle")? Yes/No.

*Yes. We are working based on Workers' Welfare Standard set by the Supreme Committee for Delivery & Legacy and our contract with the Recruitment Agency clearly stipulates that a worker is not to be charged with any Recruitment or Processing Fees including any upfront deposits or security-payments for the provision of recruitment services.*

3. Please complete the below table with information on the recruitment agencies and labour suppliers used by yourself and business partners in Qatar since 2020. If you no longer use a particular agency or supply, please state why the contract/ business association was ended.

Recruitment agency/ labour supplier	Country of HQ	Nature of work	Total no. people (disaggregated by gender)	Main nationalities	Reason for ending contract (if any)
<i>Al Saraya Security Services</i>	<i>Qatar</i>	<i>Security Services</i>	<i>12</i>	<i>Kenya / Pakistan</i>	<i>Existing</i>

4. Please describe the due diligence process you undertake to ensure that your recruitment standards are applied. In your answer, please address specifically:
  - a) Whether you carry out due diligence on recruitment agents in sending countries? Yes/No.
  - b) Do you take proactive steps to prevent fee prevention? For example, do you pay recruitment fees direct to agents to ensure workers do not pay? If yes, please provide details.-
  - c) What % of workers do you interview prior to employment specifically to establish if fees have been paid? (Please provide details of process.)
  - d) What % of workers do you interview during employment to specifically establish if fees have been paid? (Please provide details of process.)
  - e) Do you monitor the compliance of business partners? Yes/No. If yes, please describe your monitoring process.

*Retaj Hotels and Hospitality is working based on Workers' Welfare Standards to ensure that workers welfare is maintained at all times, and we are on constant audit by the International Labour Organization to ensure that we are compliant to Ethical Recruitment.*

5. How many instances of recruitment fees paid by workers in Qatar has your due diligence process uncovered in 2020, 2021 and to date in 2022, and how much (if any) was paid back to workers during each year. What percentage of your workforce were found to have paid fees in each year?

*Our Recruitment Contract clearly stipulates that we are responsible for the payment of all Recruitment or Processing Fees relating to the recruitment of workers and set out the amount of such fees and charges which the Recruitment Agency will charge the company for the recruitment of workers. Thus, we did not come across any recruitment fee reimbursement.*

6. After the Qatar World Cup, do you commit to disclosing information on recruitment risks identified during the preparations for and while the tournament was happening, including how many workers were discovered to have paid fees, how much they paid, and how much was paid back within six months of the risks being identified?

*The information can be shared partly subject to approval from the management*