

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.

Response: Somerset West Bay Doha is a serviced residence property which is expected to be used as one of the accommodations for fans during the FIFA World Cup Qatar 2022. Property occupancy is also expected to be full, with back-to-back bookings. Recruitment will be increased by approximately 45% for 2 months (November to December 2022). Currently, property has 65 employees (Full Time and Casual Hires), and it is expected to have 90 employees in order to cover the operational requirements during the event.

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.

If yes, please provide link to the policy.

Response: Recruitment procedures of the property follows the [Qatar Labour Laws](#) Article 33

Article (33)

The licensed Person to recruit Workers from abroad in favor of third-party shall be prevented from doing the following:

1. Collecting from the recruited Workers any amount as fees, recruitment charges or other costs.
 2. Being engaged in the office in any other business other than the one of recruiting Workers from abroad in favor of third parties.
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)
Urban Hospitality Services	Qatar	Room Attendant Services	20 Males	Nepal, Bangladesh, Indian	Current
Alaska Cleaning Centre	Qatar	Room Attendant Services	27 Males	Nepal, Bangladesh, Sri Lanka, Indian	Property Renovation
Regency Security Services	Qatar	Security Services	4 Males	Kenya, Uganda	Current
Qatar Security Services	Qatar	Security Services	4 Males	Kenya, India	End of Contract
Hospitality Support Services	Qatar	Waitress Services	2 Females	Kenya	Current

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. If yes, please provide details.

Response: Not applicable. Property has not signed any contract with recruitment agencies.

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.

Response: Not applicable. Property has not signed any contract with recruitment agencies.

c) What % of workers do you interview prior to employment specifically to establish if fees have been paid? (Please provide details of process.)

Response: Not applicable. Property has not signed any contract with recruitment agencies.

d) What % of workers do you interview during employment to specifically establish if fees have been paid? (Please provide details of process.)

Response: Not applicable. Property has not signed any contract with recruitment agencies.

e) Do you monitor the compliance of business partners? Yes/No. If yes, please describe your monitoring process.

Response: Not applicable. Property has not signed any contract with recruitment agencies.

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?

Response: Not applicable. Property has not recruited a worker through a recruitment agency.

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?

Response: The property collects data, which is required in business, and will properly destroy the data once there is no business/ legal purpose. The property does not collect data randomly or indiscriminately without purpose.

Property does not disclose data unless prior consent has been obtained and we have administrative, physical and Information Technology (IT) security measures to protect data/information related to the property and its business partners.