## Are construction workers still working on Azizi Developments’ projects? If so, please provide the number of workers currently on sites

Construction workers are on site and our construction is in full swing. Across all of our projects in Dubai, our contractors are currently employing approximately 8,300 blue-collar workers.

## Please detail what steps and protocols you have asked your contractors to put in place to prevent the spread of the coronavirus among the workforce employed on Azizi Developments’ projects? (Have you ensured that appropriate preventative equipment has been provided such as masks and hand sanitiser? How is social distancing being ensured given the numbers working on this project? Are you funding/ensuring access to testing for workers?)

We are in complete alignment with all government directives and recommendations. We have taken several steps to safeguard the health and well-being of the blue-collar workers that our contractors employ. Through our dedicated Quality Control and Quality Assurance (QC & QA) department and frequent communication via our Engineering department’s project managers, we ensure that all of our contractors abide by our strict health and safety protocols.

We make sure that our workforce is being given appropriate Personal Protective Equipment (PPE) such as face masks, gloves and sanitisation products, and carefully monitor their use of it. Our contractors were also asked to frequently test workers’ temperatures, before every shift. Moreover, we have implemented strict social distancing measures, with buses only carrying a third of their capacity, workers being scheduled in such a way that not more than two work together in the same room or space, and rest times being distributed throughout the day to prevent large groups from gathering. Workers are asked to quarantine themselves should they experience any symptoms similar to those of COVID-19 and are tested at the onset.

Furthermore, we have asked contractors whose workforces reside in other emirates, such as Sharjah, Ajman and Abu Dhabi, to accommodate them in Dubai, in an effort to isolate them from larger groups.

## Please detail what steps you are or will take to assist workers on your projects that have become infected with the coronavirus (Do you require your contractors to have an emergency response protocol if a case is confirmed (if so please share this)? Do you require them to provide [Are you providing or funding for] free medical assistance?)

Our contractors grant their workers paid sick leave as per UAE law in case they test positive for COVID-19. Should there be a case, an investigation is launched to determine those that may have come into contact with the infected worker, which are then also quarantined and tested. As per UAE law, the workforces of our contractors all have medical insurance.

## Please explain how you are working with construction companies to ensure workers do not suffer hardship as the result of the coronavirus outbreak and are not afraid to report symptoms (Will you guarantee wages for sick or quarantined workers and keep jobs open for workers who can’t return to the country at this time because of the virus? What payments are being made to workers who are no longer employed due to the coronavirus? How are you ensuring that workers who can no longer work are not suffering undue economic hardship while they can’t return to their home country?)

We understand that COVID-19 is impacting and changing the world as we know it, with a lot of hardship being experienced across most industries worldwide. We have therefore made it a priority to not only ensure the safety and well-being of our workforce, but to also do our very best in safeguarding their financial standing.

Infected workers are granted paid sick leave in case of quarantining or infection. Their jobs are secured for the duration of the quarantine or infection, after which it is up to the contractor’s discretion whether they terminate and replace the worker for a reason other than him/her contracting the virus or keep the employment contract running. For workers unable to return to the country, it is up to the contractors and their employment contracts with their workers, but generally, our construction partners not only adhere to local laws and regulations, but also do their very best to secure all jobs.