



WELFARE ADHERANCE POLICY STATEMENT

UrbaCon Trading and Contracting (UCC) recognizes all its employees and subcontractors to be the most valuable resource and that the health and welfare of all employees including our subcontractors is essential in achieving the company's mission, applicable Qatari labour laws and to meet Qatar Foundation Migrant Workers' Welfare Charter requirements.

UCC is committed to produce a caring and supportive working environment which is conducive to the welfare of all employees and subcontractors, and which enables them to develop towards their full potential through a framework within which to:

- Ensure employees and subcontractors understand the company's commitment to health and wellbeing leading to a safe and healthful working environment.
- Embed a safe practice for health and wellbeing throughout the organization.
- Ensure that dignity of employees and subcontractors is protected throughout their recruitment, employment, vacation and repatriation.
- Ensure that workforce is free from discrimination/harassment.
- Ensure not allow any kind of human right violations.
- Ensure that workforce including subcontractors receive equal pay for equal work in timely manner.
- Ensure to comply with fair employment policy and treat all employees fairly irrespective of their nationality, ethnicity or religion.
- Ensure training, development and education to promote individual success and increase overall value to the organization.
- Inspiration and encouragement for a high level of employee morale through recognition, effective communication and constant feedback.

Adequate financial, human and other resources will be made available to ensure the effective implementation of this policy as we believe in providing a work atmosphere that is safe, healthy, and secure and conscious of long-term family and community goals.


Salim Jarrar
Chief Executive Officer