

Messe.ae chain of supply worker welfare commitment

At Messe.ae we believe that our Management and our People define who and what we are. It is because of them that we can be the company that we are today.

With globally so many unjustifiable and malpractices against basic human and employee rights we would like to take a stand. A stand that does not tolerate inhumane practice and employee exploitation.

Therefore, our aim is to raise awareness and only work with clients and suppliers who respect their staff in terms of workers welfare.

This is for you to decide to underwrite

- 1. All employees will be treated equally and fairly**, irrespective of their nationality, age, gender, sexual orientation, pregnancy status, family status, ethnicity, social status, race, religion, or any other category protected by applicable Laws that does not affect an individual's ability to do the job, in employment, including in relation to hiring, salary, benefits, advancement, discipline or termination. Every employee shall be treated with dignity and respect. No employee shall be subject to any physical, sexual, psychological, or verbal harassment or abuse, nor will any form of corporal punishment be used or tolerated.
Employees must receive equal pay (including equal benefits; equal treatment; equal evaluation of the quality of their work; and equal opportunity to fill all positions) in accordance with the UAE Labour Law and other applicable laws and regulations.
Pregnancy tests must not be a requirement of the recruitment process, a condition of employment, nor will they be demanded of employees. Employees will not be forced or pressured to use contraception.
- 2. No recruitment fee policy:** Employers must pay all recruitment costs during the recruitment process. Employees must not pay any fees for the recruitment process. If found that the employee has paid any kind of recruitment fee, the employer needs to refund these without deduction of the employee's remuneration.
Agencies that require workers to pay fees associated with the recruitment process, including those relating to visas, medical, travel and other recruiting fees must not be used.
- 3. Forced labour policy:** No-one will be subject to forced, compulsory, bonded, or indentured labour, prison labour, human trafficking practices, or any other forced labour or violations of human and labour rights. All work must be voluntary.
- 4. Employee's salaries and overtime will be paid on time**, as per their contracts, explained in a language that they understand, and as per U.A.E law. At the end of an employee's contract, all monies owed by the employer must be paid in full prior to repatriation.
- 5. Working hours overtime and leave policy:** All working hours must be in line with UAE Labour Law and overtime is completely voluntary. Overtime calculation is to be explained to the employee in a language that they understand. Medical, annual and maternity leave must be recognised and remunerated by the employer as required by the UAE Labour Law and other

applicable laws and regulations. Employees that take maternity leave will not face dismissal, loss of seniority or salary deductions and will be able to return to their former employment at the same remuneration.

6. **All employee's must be over the age of 18**, there is a zero tolerance for child labour.
7. **An employee's right to freedom of movement** in accordance with applicable U.A.E. law is recognised. Employees must have freedom of movement outside normal working hours. Passports or any personal documents are not withheld by the employer and passport consent forms in a language the employee understands are signed in case the employee wants to give their documents to the employer for safe keeping. An employee is free to look for a different employment, without the threat or imposing of an employment ban.
8. **A working and living environment that is clean, secure, safe and healthy** will be provided. The guidelines and directives for health and safety from the applicable authorities will be applied, including but not limited to quality medical insurance, clean bathroom facilities, potable water, summer timings protection, quality labour accommodation, reliable safe transport and healthy food.
9. **A employee's freedom to exercise their legal rights is recognised**, including but not limited to a right to raise a grievance, freedom of movement, resignation, refusal of work that poses a health and safety risk.
10. **A confidential grievance mechanism** in the language an employee understands shall be provide and explained for the employee to raise any labour or other disputes and complaints. The contact details for the Ministry of Human Resources & Emiratization (MOHRE) shall be provided.
toll free number 80060, email : ask@mohre.gov.ae

Together we can make a difference.

On behalf of MES.AE Exhibition Fixtures L.L.C



Stanislav Khilchenkov

General Manager