

Aldar

Sustainability Report 2020

Dow Jones Sustainability Index



Dow Jones Sustainability

Category	Metric	Reference																									
Corporate Governance	1.1.15: CEO-to Employee Pay Ratio (median)	13:1																									
	1.6.1: Contribution & Other Spending	Aldar does not make any contributions to or expenditures to political campaigns or organisations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation.																									
	1.6.2: Largest Contribution & Expenditure	Aldar does not make any contributions to or expenditures to political campaigns or organizations, lobbying, trade associations, tax-exempt entities, or other groups whose role is to influence political campaigns or public policy and legislation.																									
Environmental Dimension	2.4.3: Certified Wood	Aldar's operates primarily in urban areas. Wood is not prevalent in our developments due to the harsh climate and construction code.																									
Social Dimension	3.2.2: Workforce Breakdown: Gender	<table border="1"> <tbody> <tr> <td>Share of women in total workforce (as % of total workforce)</td> <td>31.4%</td> </tr> <tr> <td>Share of women in all management positions, including junior, middle and top management (as % of total management positions)</td> <td>23.1%</td> </tr> <tr> <td>Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)</td> <td>25.6%</td> </tr> <tr> <td>Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) –</td> <td>5.3%</td> </tr> <tr> <td>Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)</td> <td>21.3%</td> </tr> <tr> <td>Share of women in STEM-related positions (as % of total STEM positions)</td> <td>8.2%</td> </tr> </tbody> </table>	Share of women in total workforce (as % of total workforce)	31.4%	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	23.1%	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	25.6%	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) –	5.3%	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	21.3%	Share of women in STEM-related positions (as % of total STEM positions)	8.2%													
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Social Dimension	3.2.3: Workforce Breakdown: Race/ Ethnicity & Nationality	<table border="1"> <thead> <tr> <th></th> <th>% of UAE Nationals</th> <th>% of other countries in Middle East</th> <th>Africa, Europe, Russian Federation, America, Canada</th> <th>India, Pakistan, Sri Lanka, Nepal, Far East, Australia</th> </tr> </thead> <tbody> <tr> <td>Junior Management</td> <td>14.8%</td> <td>12.0%</td> <td>17.1%</td> <td>17.6%</td> </tr> <tr> <td>Middle Management</td> <td>8.8%</td> <td>5.1%</td> <td>12.0%</td> <td>3.7%</td> </tr> <tr> <td>Senior Management</td> <td>5.1%</td> <td>0.5%</td> <td>3.2%</td> <td>0.0%</td> </tr> <tr> <td>Total</td> <td>29.1%</td> <td>21.6%</td> <td>22.4%</td> <td>26.9%</td> </tr> </tbody> </table>		% of UAE Nationals	% of other countries in Middle East	Africa, Europe, Russian Federation, America, Canada	India, Pakistan, Sri Lanka, Nepal, Far East, Australia	Junior Management	14.8%	12.0%	17.1%	17.6%	Middle Management	8.8%	5.1%	12.0%	3.7%	Senior Management	5.1%	0.5%	3.2%	0.0%	Total	29.1%	21.6%	22.4%	26.9%
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Social Dimension (continued)	3.2.4: Workforce Breakdown: Other Minorities	People with a disability – 3%																		
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3.5.1: Hiring	Percentage of open positions filled by internal candidates (internal hires)	Total number of new hires																		
	2020 1.00%	32																		
3.5.4: Type of Individual Performance Appraisal	Management by objectives: systematic use of agreed measurable targets by line superior	Multidimensional performance appraisal (e.g. 360 degree feedback)	Formal comparative ranking of employees within one employee category																	
	100%	100%	100%																	
3.5.6: Employee Turnover Rate	Voluntary employee turnover rate	Total employee turnover rate																		
	2020 2.68%	25.2%																		
3.5.7: Trend of Employee Engagement	% of actively engaged employees																			
	2020 90.00%																			

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Social Dimension (continued)	3.7.3 Health and Well-being	<p data-bbox="1099 411 2130 485">Flexible working hours - Flexible working hours are available working either 8-4pm or 9-5pm. Time Management and Self-Management training available to all employees via LinkedIn and recommended to all employees.</p> <p data-bbox="1099 517 2130 612">Working from home arrangements - During COVID-19 we provided remote working conditions for all our employees, Microsoft Teams training was delivered to enable people to work from home. Remote working training is available to all employees via the LinkedIn platform and was recommended to all employees.</p> <p data-bbox="1099 644 2130 687">Paid maternity leave in excess of legally required minimum - Aldar maternity leave of 60 calendar days, whilst the legal requirement is 45 calendar days</p>

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