Arabtec is fully committed to implementing the highest degree of corporate accountability across its business operations and towards its stakeholders. It proactively contributes to the UAE’s sustainability plans and targets and the sustainable development of other countries where it operates.

Arabtec’s Sustainability Strategic Framework
Towards Responsible Construction
Arabtec aims to systematically and continuously improve its sustainability performance, taking into consideration the Group’s sustainability context and stakeholders’ input, as explained in the previous pages.

Arabtec aims to endorse Responsible Construction through its commitments to managing its core strategic responsibilities and the strategic foundations as shown in Arabtec’s sustainability framework:
CORE STRATEGIC RESPONSIBILITIES

Managing and Reducing Environmental Impact
Arabtec is committed to implementing strategies and practices that use resources efficiently, mitigate pollution and manage waste production and disposal responsibly.

Safe and Healthy Work Environment
Arabtec is committed to providing a safe work environment for all and promotes a culture of accountability to mitigate exposure to occupational risks.

Creating Economic Value
Arabtec is committed to maintaining a healthy financial position for the Group’s economic sustainability and to generating direct and indirect economic value to stakeholders including shareholders, employees, suppliers, subcontractors and the wider Arabtec community.

Community Wellbeing
Arabtec is committed to delivering value within its community, prioritising the welfare of its workforce and the local communities where it operates through employee welfare programmes, infrastructure development and strategic community investment plans.

STRAATEGIC FOUNDATIONS

Sound Corporate Governance
Arabtec is committed to ensuring legal and regulatory compliance and investor protection by generating sustainable value for all stakeholders, while translating practices of good corporate governance into strong profitability.

Responsible Supply Chain
Arabtec is committed to collaborating with suppliers and subcontractors towards mutual sustainability targets.

Developing a Competent Workforce
Arabtec is committed to hiring and developing a qualified workforce that can deliver to the standards and quality that the Group benchmarks. Specific values that are promoted include nurturing a workforce that is committed to acting responsibly, professionally, and with integrity, while collectively contributing towards responsible construction practices.

Efficient Operations
Arabtec is committed to encouraging innovative operational practices and to promoting a culture of efficiently and innovation to ensure the timely completion of projects within appropriate financial parameters. Arabtec also works to reduce time and cost while improving quality, health and safety and the environmental performance of projects.
Sound Corporate Governance
- The roll-out of Business Standards across the Group
- The roll-out of the 4-Gate Work-Winning Process across the Group
- Implementing standardised processes and tools across the Group

Creating Economic Value
- Strengthening the balance sheet
- Pursuing opportunities in the infrastructure sector to secure sustainable growth of the Group
- Developing framework and competency to offer other funding solutions for government projects

Efficient Operations
Promoting a culture of efficiency and innovation that ensures the timely completion of major projects within appropriate financial parameters, including lean management, modular construction and prefabrication, value engineering, technology utilisation, and construction processes management and standardisation

Safe and Healthy Work Environment
- Arabtec’s Health and Safety Management System (HSMS) provides the structure for a systematic approach to the identification of hazards and the control of related health and safety risks
- Arabtec’s HSMS is duly certified in accordance with BS OHSAS 18001:2007 and ISO 14001:2004
- The Workers Lives Matter programme was developed to eliminate or mitigate high consequence risks. An essential component is the Safety Accountability Leading Arabtec Management Action (SALAMA) Programme, which applies a strategic approach to the identification and management of high consequence risks

Developing a Competent Workforce
- Arabtec’s Human Resource (HR) management is centred around the Employee Value Proposition (EVP). This identifies four key drivers to the HR Vision to be the “Employer of Choice in the Construction Industry”: Employer reputation, People and culture, Remuneration and advancement opportunities, and Job characteristics
- Arabtec is committed to maintaining a healthy age blend within the workforce, bringing a mix of experience and fresh ideas to the organisation
- Arabtec’s vision for Emiratisation is to attract, develop and engage competent UAE nationals who are capable of delivering sustainable growth, with a focus on customer service and relations
- Arabtec respects human rights principles as described in UAE laws and regulations and International Labour Organisation (ILO) guidelines
- Arabtec offers equal opportunities for men and women at all employment levels and locations
**Community Wellbeing**
- Arabtec’s biggest contribution to the community is the development of social and economic infrastructure that promotes the quality of life for residents
- Arabtec works towards being the best “Labour Friendly” organisation in the UAE. Arabtec has developed its Welfare Management Policy to ensure full compliance with the Group’s moral, legal and contractual obligations
- The Arabtec Welfare Management Plan acts as a guide to promote welfare practices within employee accommodation
- Arabtec’s dedicated Workers’ Welfare Management Department is a regulatory platform through which the organisation manages and reviews its employee welfare policies

**Responsible Supply Chain**
- Arabtec’s sourcing management system aims to ensure the selection of capable and experienced suppliers and subcontractors as well as the compliance of materials selected
- Arabtec is moving towards Group-level collaborative procurement which focuses on sourcing common categories across the Group
- Arabtec monitors and evaluates the performance of suppliers and subcontractors biannually, or after the completion of a contract

**Managing and Reducing Environmental Impact**
Aligned with the ISO 14001 Standard for Environmental Management, Arabtec’s Health, Safety and Environment Management System encapsulates the Group’s objectives, policies and procedures it must implement in each priority environmental focus area. This ensures that the corporate commitment of Arabtec to reduce negative environmental impacts from its business operations is achieved. Accordingly, Arabtec is committed to:
- Efficient use of resources;
- Energy efficiency;
- Water efficiency;
- Controlling and minimising waste and efficient waste disposal;
- Monitoring and mitigating noise and air pollution;
- Preventing environmental incidents; and
- Complying with all the relevant national laws on environment, statutory requirements and the ISO 14001 Standard as applicable to our scope of work.