



Modern Slavery Transparency Statement

This slavery and human trafficking statement has been published to demonstrate Dar's firm commitment to ethical business practices and pursuant to section 54(1) of the UK Modern Slavery Act 2015. It constitutes our statement for the financial year ending 31 December 2021.

Introduction from Dar's Chief Executive Officer

This statement relates to the operations of Dar Al-Handasah Consultants Shair and Partners Holdings Limited (a company incorporated in the Dubai International Financial Centre (DIFC)) in respect of its affiliates trading under the 'Dar' or 'Dar Al-Handasah Consultants (Shair and Partners)' names, including Dar al Handasah Consultants (Shair & Partners) (UK) Ltd, Dar al Handasah (UK) Ltd, Dar Consultants (UK) Ltd, Dar Plus Ltd, Dar Group (UK) Ltd, Dar 150 Holborn Development Ltd, 150 Holborn Real Estate Ltd (Registered in Jersey), Dar RE Finance Co Ltd, Dar RE Lease Co Ltd, 150 Holborn Operations Ltd, IPA Advisory Ltd. For the purposes of this statement these firms are together referred to as the "Dar", "we", "our" or "us".

We are committed to implementing robust and appropriate procedural practices to evidence the measures that we take to combat the risk of slavery and human trafficking occurring in our operations or supply chains.

We have a zero-tolerance approach to modern slavery across all areas of our organisation, as well as in our supply chains. We are committed to ensuring that we are not connected to modern slavery in any way.

Organisational structure

At Dar, we provide planning, design, management and consultancy for some of the world's most important and exciting projects. Through our team of experts, we embrace challenges to empower the communities we work with. In suburbs and city centres, deserts and metropolitan areas, war zones and sacred shrines, our approach to project work aims to ensure a positive impact on all of our stakeholders' lives.

With our team of 7,860 staff members, we operate in 47 offices in the Middle East, Africa, Asia, and Europe. Our five principal design centers are located in Beirut, Cairo, London, Pune, and Amman.

As a professional services business our supply chain is relatively limited, and is predominately focused on skilled professional consultant engagements in support of our client focused work.

Further information about our global services, industries and locations can be found at www.dar.com.

Our policies on slavery and human trafficking

An anti-slavery policy is available to all our staff via the organisation's intranet to formalise the principle-based approach adopted by Dar to date.

All personnel will be supported in taking action to avoid any activity that might lead to, or suggest, a breach of this statement. Personnel are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our organisation or supply chains at the earliest possible stage through defined reporting lines.

As a professional services organisation we deliver our services through our high-quality staff and as such we have robust recruitment practices supported by representatives of our Human Resources team. Checks include evidence to support candidates' 'right to work'. This close involvement and oversight limits the risk of employing anyone who is forced or trafficked labour.

Suppliers & business partners

We are committed as an organisation to tackling modern slavery and human trafficking and want to work with suppliers and other business partners who share our values. During 2021 Dar has been working with the businesses within the wider Dar Group to set up and implement a risk-based assessment of clients, suppliers, sub-consultants, sub-contractors and other business partners via a due diligence tool provided by Dow Jones. This will enable us to undertake detailed due diligence checks for issues such as sanctions, money laundering and modern slavery violations. The system is expected to be fully operational across the Group in early 2022.



We work in partnership with all our Group companies, contractors, suppliers and other business partners and we aim to leverage those collaborative relationships to ensure that they share and work towards an opposition to slavery and human trafficking. To manage this, as part of our contracting processes, we will work to include specific prohibitions on the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our suppliers to hold their own suppliers to the same high standards.

Where we have sub-consultants or sub-contractors providing services on our behalf we require them to comply with terms which, going forward, will include reference to the legal obligations and principles outlined in Dar's anti-slavery and human trafficking statement.

Further Steps

This financial year, Dar has considered the effectiveness of the steps it has taken to ensure that there is no slavery or human trafficking in its supply chains, As set out in this statement, Dar has identified some areas of improvement and instigated actions to address these over the coming financial year.

Dar is committed to improving its practices to combat slavery and human trafficking. We will continue to review the steps being taken to combat modern slavery and human trafficking in Dar's business and its supply chains and to make improvements where necessary.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and was approved by the Dar Board of directors at its meeting held January 11, 2022.

Signed

A handwritten signature in blue ink, appearing to read 'T. Shair', is written over a faint, light blue circular stamp.

Talal Shair

Chief Executive Officer