

BAM International (2016) Company response

Following the publication of our briefing paper - [*A Wall of Silence: The Construction Sector's Response to Migrant Rights in Qatar and the UAE*](#) - Bam International sent us the following statement regarding their operations in the UAE:

BAM International's underlying corporate values are creativity, inventiveness and flexibility as well as transparency, honesty, integrity and respect.

Respect for people, laws and regulations, the environment and for the many communities in which BAM International carries out its various activities all over the world. These core values determine the conduct of BAM International's management and employees wherever they work and represent the organisation.

In view of the International nature of BAM International the company is determined to adhere to the OECD Guidelines for Multinational Enterprises and to act in accordance with those Guidelines in its business dealings with clients, sub-contractors, suppliers, joint venture partners, agents and employees.

BAM International's HR Vision built on three key pillars:-

1. Employee retention
2. Employer of Choice
3. Think Global, act local

Our CSR, Code of Conduct and Worker Welfare policies details our commitment to people, society and the environment wherever we operate.

On an annual basis, upon the request of the board of directors, external audits take place by PWC, BWI and the ILO. To date, the reports have been extremely complimentary of BAM International.

All Employment contract are in full compliance with local regulations, terms and conditions are explained in detail during the selection process.

Salaries and all entitlements are paid through bank only.

The accommodation that BAM International provides for its workforce exceeds local regulatory requirements and is compliant with international best practice. There is no compromise within the organisation in relation to worker welfare.

Unlike many organisations, BAM International gives all operatives / staff the option to retain their passport.

All workers have the freedom to change their job if wish to do so, but we proudly say that we have a bench strength of 400 - 500 workers completed 5- 10 years of service within BAM International in various locations in ME.

All recruitment is completed at no cost to the workers. The selection process is completed on the basis of "merit" only and all forms of discrimination is prohibited. Equal and fair treatment to all staff and employees.

Workers are free to express their grievances, in all camp administrators are trained to address workers grievance to management. This is at both a project and in the accommodation. Worker committees are in place and actively encouraged by BAM International Senior Management.

BAM International encourage their workers participate in various CSR initiatives, and we offer many trainings in association with MOI, MOL, RTA etc., so that people aware of their rights, laws and regulations where they live.

Worker Welfare policy

BAM International firmly believes that dignified living and working conditions and social and economic well-being of the employees are essential to unlocking human potential. These factors are essential to BAM International's mission of raising the quality of life for their workers.

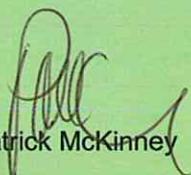
Our Policy ensures that employment harmony is maintained across the operations of BAM International. This also applies when engaging JV and Sub Contractor personnel.

It is the responsibility of BAM International to ensure that all applicable local Laws and regulations are adhered to and we are committed to:-

- Prohibition against all forms of illegal discrimination, and provide equal and fair treatment to all employees on the basis of merit.
- Promoting a just, fair and harassment free work place to all
- Eliminate all elements of victimization
- Maintain open communication channels
- Continue to be an employer of choice
- Create safe and healthy working environment for all.

Policy focuses on retaining and further developing the human capital under the motto "BAM Building on People".

This Policy applies to all those who are directly controlled by BAM International and its activities.



Patrick McKinney
Area Director

1 Purpose

It is of crucial and vital importance to BAM International to conduct its business in such a way that the health, well-being and welfare of all persons involved with, or affected by, our activities are safeguarded. The purpose of BAM International's duty of care policy is to ensure all offices and areas are aware of their duty of care responsibilities towards their employees and persons affected by our activities.

2 Scope

All employees and persons affected by our activities.

3 Explanation of terms

Health: State of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity. Health is a dynamic condition resulting from a body's constant adjustment and adaptation in response to stresses and changes in the environment for maintaining an inner equilibrium called homeostasis (from: Preamble to the Constitution of the World Health Organization as adopted by the International Health Conference, New York, 19-22 June, 1946; signed on 22 July 1946 by the representatives of 61 States (*Official Records of the World Health Organization, no. 2, p. 100*) and entered into force on 7 April 1948).

Safety: Relative freedom from danger, risk, or threat of harm, injury, or loss to personnel and/or property whether caused deliberately or by accident. Having the opportunity (knowledge and resources) to watch over one's personal safety.

Welfare: Availability of resources and presence of conditions required for comfortable living/working (NB: focus on motivational aspects, involvement, meaning, freedom to act, etc). Ensure circumstances that encourage employees to enjoy their job and to perform in a pleasurable working environment.

Security: The prevention of and protection against (the consequences of) assault, damage, fire, fraud, invasion of privacy, theft, unlawful entry, war threat and other such occurrences caused by deliberate action.

4 Interface documentation

Health:

- (Occupational) Health policy (under revision)
- Management of health and safety procedure (SF-P-000)

Safety:

- Management of health and safety procedure (SF-P-000)
- Risk assessment (SF-P-01)
- Site specific risk assessment form (HS-GF-030 - rev. 002)
- Travel policy (PG-P-011 HO - rev. 003)

Welfare:

- BAM International's Code of conduct (BD-S-001, attached)
- Prevention and control of undesirable behaviour (PG-S-XX: **number to be assigned**)

Security:

- Security and evacuation policy.
- BAM International's Safety Policy
- SF-S-015 (draft, airports only)

5 Responsibilities

Every BAM International employee has an obligation to perform his duties with a level of active concern, or lack of negligence towards avoidance of possible dangers, mistakes, pitfalls and risks.

BAM International is responsible for a safe and secure workplace, free from hazards and situations that endanger our employees' and persons involved with/affected by our activities.

6 Description

BAM International acknowledges there is both an impact of work on mental and physical health as well as of mental and physical health on work. Furthermore, employee's health and wellbeing can have a direct effect on work health, safety and business performance. We acknowledge that optimizing health and welfare increases personal and team performances and diminishes failure costs.

BAM International therefore:

- Promotes and encourages our employees to be healthy, fit for their jobs and motivated to perform.
- Ensures that our employees are well prepared with relevant and reliable (travel) health-promoting information, so they have appropriate knowledge to handle problems and assessing health, safety and security risks.
- Facilitates access to medical assistance and information, providing the employee with appropriate information on health and health related issues.
- Restates and actively monitors our social care and our focus on wellbeing of our employees.
- Takes signals of employees seriously, especially in understanding of exposure in case of crises and/or incidents.

7 Attached documentation

Duty of care prompt list (per area/office).

Attachment: Duty of Care prompt list for the Netherlands:

- Health: How to as best as we can promote occupational health?
- Security: How to as best as we can promote employee's security?
- Safety: How to as best as we can ensure optimal employee's safety?
- Welfare: How to as best as we can ensure employee's welfare?

Health:

- Sick leave rules and regulations (Dutch legal framework)
- NEW: Sickness absence protocol (new absence protocol)
- NEW: Company coordinated sickness regulation (*eigen regie model*), based on BAM Group model
- RI&E (periodical risk surveys)
- Registration (IB Pers and SAP)
- PAGO/PMO (as per collective agreement)
- Smoking policy (PG-S-110)
- Alcohol and drugs policy (BD-S-006)
- Terms and conditions for employment abroad: medical check-ups, vaccinations, rest day, insurance, etc. (PG-SNL-various numbers and PG-SSI-various numbers)
- Stress at work policy (PG-S-113)
- NEW: Health policy (under construction)
- NEW: Prevention and control of undesirable behaviour (PG-S-XX)
- Corporate Social Responsibility Policy (BD-S-005)
- BAM Group Code of conduct (PG-S-057)
- BAM International Code of conduct (BD-S-001)
- Safe travel training (refer to training matrix)
- HSES Travel uncertainties matrix (PG-F-110, to be integrated in Safe travel policy)
- Occupational health service provider (Vincio, Stichting Arbouw)
- Travel Clinic service contract (including health monitoring and vaccination program. Contract to be renewed)
- NEW: VIT policy (under construction)
- NEW: Safe travel policy (under construction)
- Network of certified medical centres (under construction)
- Global medical database for Travel Clinic, area clinics and company doctor (under construction)
- Target groups (under construction)
- Company fitness scheme (PG-SNL-065)
- Company bicycle plan (PG-SNL-064)

Safety:

- Safety policy (BD-S-003)
- BAM Group Code of conduct (PG-S-057)
- BAM International Code of conduct (BD-S-001)

- Risk management policy (PE-P-017)
- OHSAS (certificate)

Welfare:

- BAM Group Code of conduct (PG-S-057)
- BAM International Code of conduct (BD-S-001)
- Employee satisfaction survey
- CSR policy (QU-S-002, BD-S-005)
- Prevention and control of undesirable behaviour (PG-G-XX: number to be assigned)

Security:

- Security policy (SF-S-004)
- Privacy law (*Wet Bescherming Persoonsgegevens*, privacy law)
- Company security plan
- Country security reports (country information on SPOT)
- Insurances (PG-SNL-various numbers and PG-SSI-various numbers)
- Evacuation policy (SF-S-002)
- CRIB policy