

CSR Report 2009

شركة التطوير والإستثمار السياحي

TIC

Introduction

As a developer of world-class projects, TDIC has adopted a set of core values that emphasise performance in the areas of sustainability, health and safety, labour practices and philanthropy.





Labour

TDIC is committed to safeguarding the rights and welfare of its workers and actively upholds the high measures introduced by the UAE government to protect workers in issues relating to health and safety, accommodation, insurance and payment of salaries.

TDIC has strict guidelines for its own use, and that of its contractors and joint venture partners, to ensure that workers at projects overseen by TDIC enjoy their core labour rights. TDIC has enlisted world-leading specialists to provide advice and assistance in ensuring that the guidelines meet with government laws and established international standards.

TDIC's management works closely with government agencies and other appropriate statutory bodies to ensure that labour guidelines are constantly met. By working with these organisations, TDIC ensures that it fully complies with all legislation and has a consistent and legal approach to labour issues throughout the development projects run by the company.

All contract firms that work on TDIC developments, are made fully aware of the importance of following all appropriate laws and the company's guidelines on labour regulations before work on-site is allowed to commence. We work closely with our contractors to ensure they follow our guidelines and the practice set out by law.

Below are some of the commitments that are defined in TDIC's site workers guidelines:

- The right to enjoy appropriate, safe, clean and spacious living environments.
- All rooms to be air-conditioned.
- Access to private shower facilities.
- Accommodation to have green open leisure spaces.
- Easy access to fresh drinking water.
- Adequate washing facilities.
- Cafeterias with strict hygiene standards.
- Strict hygiene codes for kitchens, which will also serve a selection of ethnic cuisines.
- Recreational facilities to include table tennis, pool, TVs and concert stages. Sports facilities for tenants to exercise including, for example, basketball courts and other fields for group sports.
- Convenience stores with a selection of low-cost goods.

In December 2008 TDIC established the in-house department of Employment Practices Compliance to further ensure the rights of labourers involved in its projects are protected. The department head, who reports directly to the TDIC Board, has the full resources and authority to monitor the performance of TDIC and its contractors as it relates to the welfare of the workforce. This department is also charged with maintaining liaison with the Labour Ministry which is responsible for enforcing labour laws.

Saadiyat Island Construction Village

An example of best practice is the Construction Village at Saadiyat Island which is being built to house up to 40,000 workers employed during the construction phase. It reflects the island's ethos of development with thoughtful consideration and respect to people.

- This responsible approach to human resources has involved world-leading employment specialists, like Al Habtoor Engineering and Australia's Atco Structures who provided advice and assistance in ensuring that the village meets with established international standards.
- TDIC has worked closely with the government to protect workers in issues relating to:
 - Health
 - Safety
 - Accommodation
- Saadiyat Construction Village has been built to ensure workers have safe, clean and spacious living environments.
- The village has been masterplanned by Singapore's award winning Surbana Corporation Pte Ltd, which has 45 years of township planning and development experience.
- Buildings have been designed with consideration and respect to nature, including the installation of an energy-efficient cooling system.
- Saadiyat Construction Village is based on the island's south coast, covering 40 hectares within an extensive green landscape.
- Saadiyat Construction Village is divided into five clusters of 4,000 bed accommodation blocks.

	Current UAE standard	Singapore Code of Practice	Saadiyat Construction Village
Labour accommodation space allowance	2.4 sqm	4.0 sqm	4.0 sqm
Junior staff accommodation space allowance	2.5 sqm	4.0 sqm	5.0 sqm
Toilet and shower per No. workers	Not specified	1 per 15 persons	1 per 8 persons
Laundry services	No provision required	No provision required	Laundry service provided
Kitchen	Provision of cooking area (workers cook own meals)	Provision of cooking area (workers cook own meals)	Meals provided (via purpose - built kitchen and dining facilities)
Recreation	Not required	Not required	Purpose - built and supervised recreation facility

- All rooms are air-conditioned
- All workers will have their own lockable storage area
- Workers will have access to private shower facilities
- Three room sizes:
 - A1 - six per room, 24 square metres
 - A2 - two per room, 3m x 2.9m
 - A3 - two per room, 4.5m x 4.1m
- **Facilities and entertainment**
 - Large dining areas and kitchens with strict hygiene standards
 - Internet cafes
 - Cinemas showing films in various languages suitable for different nationalities within village
 - Barbers
 - Karaoke rooms
 - Satellite TV
 - Banking facilities
 - Daily laundering service
 - Eight smaller landscaped park areas and one larger main landscaped park area suitable for various sports activities
 - Grocery shops
- **Sport facilities**
 - Eight basketball courts
 - One cricket pitch





Health and Safety

TDIC has an excellent site safety record and actively commits to meeting and surpassing all legal Health and Safety obligations.

The company has developed and employs a range of site safety policies and safe working practices. The company requires that safety audits, risk assessments and on-site visits are regularly conducted. The information gathered from these activities is used to produce reports, detailing Health and Safety issues, which are used by TDIC's management for the continuous review and advancement of on-site safety procedures.

TDIC's management works closely with government agencies and other appropriate statutory bodies on Health and Safety implementation. Working together ensures that the best Health and Safety working practices are identified and practiced throughout all of the development projects run by the company.

All contractors working on TDIC's developments are made aware of the company's safety regulations before on site work is allowed to commence. We seek regular assurances and evidence from our contractors that they are adhering to all legal practices and provide them with periodic updates on any additional practices that we require them to take into consideration.

TDIC requires that contractors:

- Submit the names, permanent and present addresses/age/ qualifications, experience and passport size photograph of all employees/workers.
- Provide workers with the appropriate safety apparatus and clothing for their duties.
- Guarantee that all tools and machinery are in safe working condition and are certified by the relevant statutory bodies.
- Remove all damaged/unsuitable tools and machinery from the site.
- Ensure that all visitors are given a safety induction on arrival at a site and are accompanied by a member of staff throughout their visit.
- Provide all other staff or subcontract staff with site-specific safety inductions prior to them being allowed on site.
- Ensure all visitors wear the mandated safety clothing, boots and hats when on site.

Environment and Sustainability

TDIC implements a number of strict sustainability and environmental guidelines, which it uses to ensure that all of the development projects the company undertakes are sustainable, minimise environmental impact and meet stringent environmental guidelines.

TDIC has produced a number of project-specific Sustainable Design Regulations for its various developments. The sustainability guidelines contain design requirements and elements that are in-line with TDIC's vision for sustainable development and cover marine and wildlife, green building guidelines, indigenous plant conservation and renewable energy.

The aims and objectives of sustainable design will be achieved through the implementation of individual policy statements covering:

1. Water Use and Management
2. Energy Use, Conservation and Generation
3. Indoor Environmental Quality
4. Ecological Enhancement and Protection
5. Land Use and Landscape Design
6. Building Management
7. Transport
8. Pollution Prevention
9. Use of Materials
10. Waste Management
11. Social Development
12. Education and Awareness in the Community
13. Marine and Wildlife Conservation

TDIC ensures all contractors working on its development projects devise and implement a Strategic Environment Action Plan and a Construction Environmental Management Plan (CEMP) before being permitted to work on site. TDIC also guarantees that contractors comply with all environmental protection regulations set out by the Environment Agency – Abu Dhabi (EAD), the environmental governing body of Abu Dhabi.

A CEMP is a list of all environmental concerns that may result from a contractor's onsite activities. Once submitted it becomes an environmental management framework that ensures development's plans are followed consistently and legally. TDIC's Environment Affairs Department regularly reviews and assesses each project's CEMP to ensure that compliance to all guidelines is being upheld.

On all development projects TDIC ensures that:

- Construction works are conducted in a manner that minimises the disturbance to the environment, resource consumption and waste generation.

- The Environmental Health and Safety Plan is implemented which outlines safety practices to protect all.
- Environmentally conscious building materials are used and, where possible, advocates that technologies that minimise adverse environmental impact and reduce power consumption are also employed.
- All hazardous materials are suitable for the intended use and are safely installed in strict conformance with the manufacturer's instructions.
- Contractors proactively seek safe and environmentally friendly materials.
- All site deliveries of hazardous materials include relevant Material Safety Data Sheets (MSDSs). These must be maintained within the contractor's on-site documentation system and be visibly displayed at the material storage area at all times.
- All site deliveries are scheduled so that disruption to local amenities and traffic is minimal.
- The site boundaries are clearly identified and sympathetic to the surrounding environment.
- Contractors initiate and constantly review procedures to prevent pollution, which could arise from their operations.
- All projects are sympathetic to and minimise the impact on flora and fauna.
- After completion, an extensive clean-up of the development site is undertaken, which requires the removal of all unused and waste materials.

These sustainable design regulations contain mandatory and recommended elements to be implemented for building design throughout its projects. They incorporate environmental and sustainability elements which are in-line with TDIC's corporate vision. The guidelines within this design tool have been developed for use on building uses including office/commercial, high-rise residential and retail. Many of the design requirements consider features which will be common to all development types and this design tool allows the user to identify elements that are mandatory or recommended for the aforementioned building types. Specific design guidance for resort hotels, high-rise city hotels and low-rise villa accommodation have not been covered in these regulations and will be issued separately to relevant developers.

It is considered that the design components (both mandatory and recommended) that feature in this document represent elements that are achievable and affordable for building designs within the UAE. In addition, they are based on and have been aligned with the emerging Abu Dhabi Emirate Guidelines on Green Building Design. Developers must demonstrate compliance with each mandatory component and show that it has been incorporated within the overall building design. TDIC also favours developments that comply with a minimum number of recommended components.





Examples of the individual areas of focus are listed in the following:

Water use

TDIC understands the importance of protecting and preserving water as it is a vital, but scarce resource in the United Arab Emirates. Therefore TDIC's developments are designed to ensure efficient water management. The design of both the infrastructure and buildings will implement, wherever possible, the following basic principles:

- Design all aspects with water scarcity in mind.
- Wastewater streams shall be segregated from potable and reusable supplies.
- Grey water will be segregated, treated and used for non-potable supplies.
- Wastewater streams will be treated locally and the clean effluent reused.
- Efficient and modern water-saving technologies and equipment are used, where possible and appropriate, on every development.

Energy use, conservation and generation

TDIC recognises that a significant contribution can be made towards tackling global climate change by adopting a strategy for reducing energy consumption of both the construction and operational sides of its developments.

The efficient use of energy is a fundamental consideration given to infrastructure and building design and, wherever feasible, the non-essential use of energy will be avoided. TDIC will seek to minimise the energy demand of developments and endeavours to utilise energy generated from renewable sources.

Indoor environmental quality

All occupiers of buildings should have access to high standards of indoor living and working environment. TDIC is committed to ensuring that all its developments are in line with international best practice; raising desirability of the developments and ensuring their longevity.

Ecological enhancement and protection

TDIC always takes into consideration the surrounding natural environment before embarking on developments. The effect on the local flora and fauna will be determined and where possible enhanced over and above its original status.

TDIC also seeks to ensure that the benefits of the local ecology are made accessible to the public for their education.

Landscape design

TDIC is committed to ensuring that the overall visual appearance of infrastructure and buildings will be a positive and complementary contribution towards the aesthetics of the local environment.

Each aspect of infrastructure development is complementary to the buildings and the overall landscaping is sympathetic to the local ecology. TDIC seeks to provide natural habitation and cover for existing local wildlife.

Building management

TDIC aims to ensure that all buildings within its developments are operated in a user-friendly manner, ensuring a high quality environment for future users.

Transport

TDIC will seek to develop infrastructure that provides a sustainable transport system that supports and enhances the community. Examples include:

- Reducing vehicle emissions and noise by encouraging the use of alternative types of vehicles and fuels.
- Reducing car dependency through the provision of public transport lanes and encouraging non-motorised travel.
- Reducing the demand for transport through integrating land use for infrastructure and transport planning.
- Reducing the visual and aesthetic impact of transport infrastructure on the community.
- Promoting safe transport through best techniques in design and public education.

Pollution prevention

TDIC is committed to ensuring that the quality of air, land and water are not subject to pollution both in the development phase or following occupation by residents and businesses in relation to its developments.

The proactive minimisation of noise, water and air pollution by considerate design and construction are fundamental elements of environmental protection and TDIC strives to develop the infrastructure in such a way as to avoid or minimise any adverse contributions to the environment.

Where improvements can be made to the quality of the existing environment, TDIC is committed to ensuring these beneficial changes are fully realised.

Use of materials

Materials used in TDIC developments are, where possible and appropriate, taken into consideration using the following basic tenets:

- Reduce materials required through innovative and considerate design.
- Ensure materials are locally sourced.
- Materials are non-toxic to the human and natural environment.
- Originate from renewable sources.
- Have a minimal ecological footprint.
- Considered economically viable.

This is applied to all materials sourced and used for the development of the infrastructure.

Waste management

TDIC designs and develops the infrastructure of its projects by taking into consideration the need to efficiently manage waste and provide the necessary facilities to support the following waste hierarchy principles:

- Reduce
- Reuse
- Recycle or compost
- Recover (by converting material into useable energy)
- Disposal (i.e. to landfill)

TDIC will, wherever possible and appropriate, consider waste as a resource and will always seek not to irresponsibly dispose of materials which could otherwise be reused.

Construction Work

- TDIC ensures that all the contractors working on the island agree to adhere to a Strategic Environment Action Plan and a Construction Environmental Management Plan before starting work on site.
- A Construction Environmental Management Plan is a list of all environmental concerns that may result from a contractor's on site activities. Once the list is submitted, TDIC's Environment Affairs Department reviews this environmental management framework to ensure that the development plans are being fulfilled.
- After completion, an extensive clean up of the development site is undertaken, which requires the removal of all unused and waste materials.

Azure Waters

- Saadiyat Island is a captivating natural island in the azure waters of the Arabian Gulf. The crystal clear waters are rich in marine life and the white sand and pristine beaches form a diverse island environment.

Mangroves

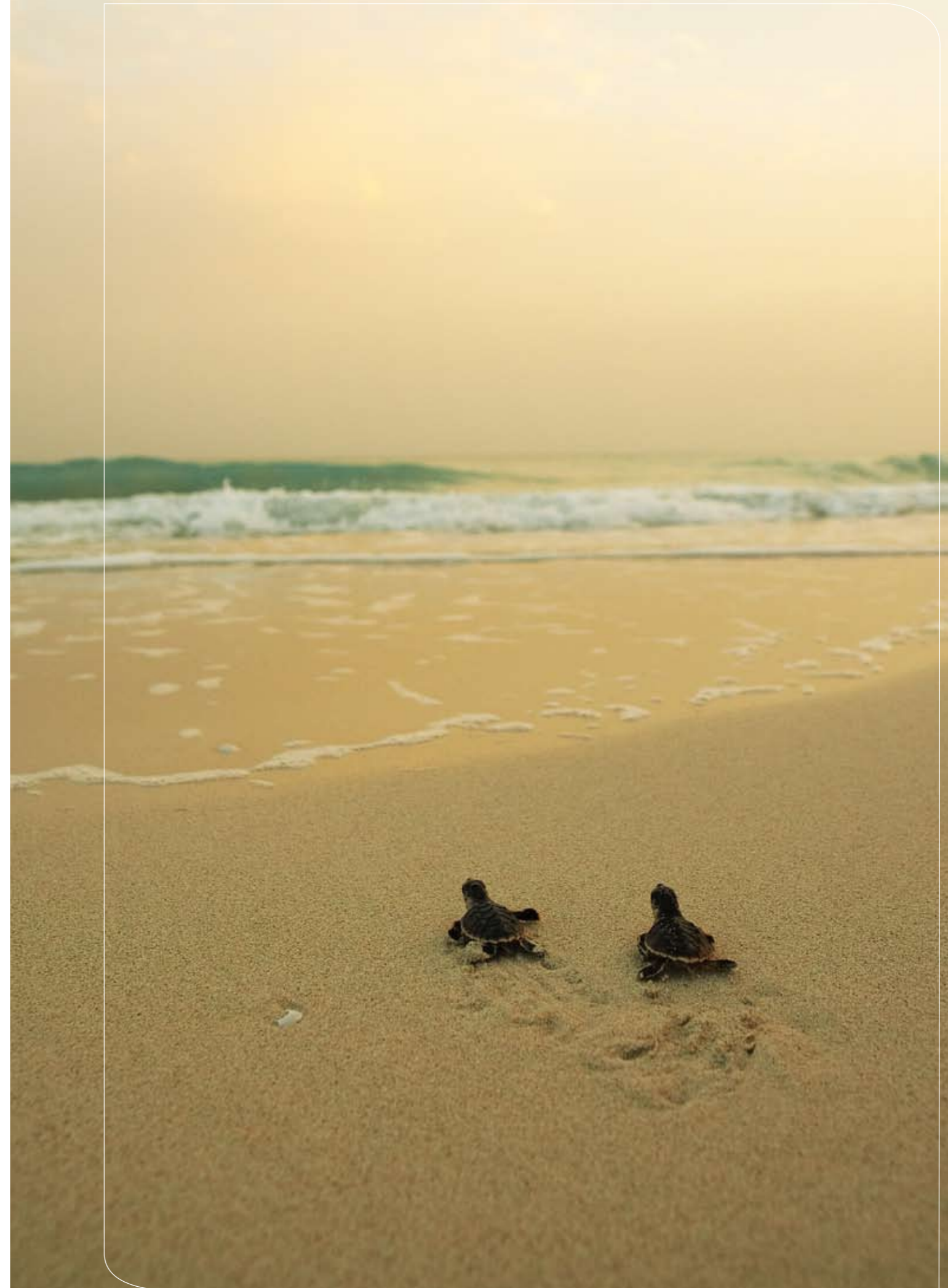
- Saadiyat Island has established an inter-tidal mangrove nursery. It is working with a range of industry experts who have surveyed and mapped every tree carefully to ensure that they are respected and preserved. The nurseries will enhance and rehabilitate the mangrove population, and there is also protection to ensure that the mother mangroves aren't moved.
- The newly established nursery has cultivated 100,000 propagated seedlings to be transplanted on the island this year and is propagating a further 180,000 seedlings ready for transplantation during the duration of the island's development.
- This initiative will double the size of the existing plantations on Saadiyat Island, which is known for its rich mangrove clusters.
- TDIC is also planning to establish a Mangrove Rehabilitation Nursery on Saadiyat to preserve young seedlings and some established trees which will need to be moved.

Golf Courses

- TDIC's vision is to create an iconic destination for the community that enriches and elevates Abu Dhabi's environmental offering. As such, two golfing legends were chosen to design Saadiyat Island's golf courses with consideration to the surrounding environment.
- The world-renowned Gary Player designed the Arabian Gulf's first ocean course and the award winning Robert Trent Jones, Jr. designed a second course in the wetlands district.

Turtles

- Developers on Saadiyat Island have been issued with strict construction guidelines to ensure the preservation of the island's colony of endangered hawksbill turtles.
- TDIC has restricted resort development on the island's nine kilometers of beach to within 60 meters of dune lines to protect the breeding grounds.
- This buffer zone will provide a sufficient physical barrier between the proposed construction operations and the nesting beach. The only people who will be allowed access to the turtle nesting beaches will be those who are monitoring the breeding activity of the turtles.
- Newly hatched turtles instinctively head for the sea the moment they emerge and because bright light causes disorientation them, there will be minimal light pollution on the beach where the sea turtles nest.
- During the nesting season, the beach will be patrolled by people trained to collect data and monitor the development of the turtles. The turtles will be monitored continuously during the island's construction in a joint programme by the Tourism Development and Investment Company and the Environment Agency in Abu Dhabi.
- The turtles on Saadiyat Island will be monitored continuously during the island's construction. Visitors on will be able to see the turtles in their natural habitat while snorkeling or diving.





Philanthropy

TDIC supports its employees and partners where possible in charity and philanthropic activities. TDIC also has plans in place to formalise this commitment through the establishment of a new TDIC Foundation.

The TDIC Foundation will support and enhance its funding to charitable organisations, focusing initially on local issues and expanding to national and international initiatives in due course. TDIC plans to develop a strong charitable network and collaborate with local and regional organisations on community development programmes.

The scope of the TDIC Foundation themes will remain broad in an effort to cover as many of the societal priorities as possible. These will include, but are not limited to:

- Arts and Culture
- Humanitarian support
- Environment
- Education
- Health and nutrition
- Housing
- Poverty

The TDIC Foundation's Board will evaluate different opportunities and manage the allocation of funds. The total value of the TDIC Foundation fund is yet to be determined, however the fund itself is expected to be fully operational and contributing to projects by end of 2009 or early 2010.

Culture

TDIC supports a number of cultural projects in the UAE, including the creation of the Saadiyat Island Cultural District in Abu Dhabi. TDIC has a portfolio of exhibitions such as The Arts of Islam exhibition, Picasso exhibition and Emirati Expressions Exhibition which is currently running. Around these exhibitions, TDIC engages in continuous educational initiatives and events in which both children and adults are given the opportunity to express their artistic talents. The aim of such educational programmes is to encourage creativity and engage the audience with the art world on an open platform of exchange and dialogue.

Saadiyat Island Cultural District will become the world's largest single concentration of premier cultural institutions in the world, including the Zayed National Museum, the Guggenheim Abu Dhabi Museum, the Louvre Abu Dhabi, a performing arts centre and a maritime museum.

The Desert Islands Education Centre (DIEC) is a community engagement initiative that provides Dalma Island residents with vocational education that will advance career opportunities emerging from Desert Islands' development. The centre is the first professional education facility on Dalma Island and provides a vast range of programmes and courses recognised by the business community.

Conclusion

TDIC's core values are its commitment to environmental sustainability, progressive partnerships, cultural stewardship and enhancement, and socio-economic viability. The company takes great pride in ensuring that its practices and policies regarding labour, sustainability and health and safety go above and beyond the levels as defined by law. TDIC will continue to develop and evolve its policies and further updates on TDIC's commitment to best practice will be outlined in the next report due in Quarter 1 of 2010.