

## beIN Labour Rights Policy

beIN Media Group WLL (“beIN”) is a multi-national media company with operations in Pay-TV, Sport, Original Programming, Movies and General Entertainment with a presence in over 43 countries across 5 continents and in 9 different languages spanning Europe, North America, Asia, Australasia and the Middle East & North Africa (“MENA”). We recognise that our activities, and those of third parties that form our supply chain, provide opportunities to positively impact our employees’ working and living environments and set a standard as a responsible global employer.

### Our responsibility

beIN has a responsibility in building the world of tomorrow, where a common respect and understanding of differences in cultural diversity and background is encouraged and promoted. To this end, we have incorporated our corporate values of sportsmanship, fair play, honour, dignity and mutual solidarity and coupled them with the principles at the heart of our identity – accountability, integrity and respect to develop this labour rights policy.

### Our policy and commitments

We are committed to upholding the employment rights of all those who work for beIN, whether employed directly by us or indirectly by our third parties. This policy defines our commitments to the well-being, safety, security and dignity of employees and is based on best practices from the United Nations Guiding Principles on Business and Human Rights<sup>1</sup>, the International Labour Organisation Fundamental Conventions<sup>2</sup> and recognised international frameworks, including the Dhaka Principles for Migration with Dignity<sup>3</sup>.

#### We are committed to

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|---|---|
| 1. Fair and equal treatment for all           | 5. Safe and decent working and living conditions  |
| 2. A workforce free of child or forced labour | 6. Providing access to grievance mechanisms       |
| 3. The freedom to exercise legal rights       | 7. Fair and free recruitment                      |
| 4. The right to freedom of movement           | 8. Wages being paid in full, directly and on time |

<sup>1</sup> [www.ohchr.org](http://www.ohchr.org)

<sup>2</sup> [www.ilo.org](http://www.ilo.org)

<sup>3</sup> [www.lhrb.org](http://www.lhrb.org)

## Applying our commitments

We recognise that due to beIN's international footprint, these commitments may differ from legal requirements in some of our countries of operation and in such instances the applicable governing law shall prevail. beIN's labour rights policy and commitments are however an integral part of our corporate values and we will seek to implement them to the fullest. Our labour rights policy and commitments and the compliance requirements derived from each commitment are applicable to all beIN employees as well the employees of our third parties.

## How we will meet them

We require that our commitments are understood and implemented by all employees, suppliers and business partners, who are contractually required to adhere to our commitments and apply them in their own supply chain.

We continually monitor our own operations and assess third-party suppliers at the procurement stage to ensure conformance with the commitments and make improvements and will take necessary actions where required.

Our monitoring criteria are based on our own principles and compliance requirements, which incorporate key applicable elements from the International Finance Corporation Performance Standards 2 on Labour and Working Conditions<sup>4</sup> and the Global Reporting Initiative Social Standards<sup>5</sup>.

This labour rights policy and commitments are managed by a dedicated group compliance team and will be updated as necessary on a yearly basis to remain in line with international best practices.

## Authorised Signatory:



**Yousef AL-OBAIDLI**

**Title: Chief Executive Officer**  
CEO beIN Media Group WLL

**Date of signature:** 23 July 2020

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<sup>4</sup> [www.ifc.org](http://www.ifc.org)

<sup>5</sup> [www.globalreporting.org](http://www.globalreporting.org)

## beIN Compliance Requirements

Our commitments are supported by the following compliance requirements.

1. Fair and equal treatment for all		
1.1	<b>Discrimination</b>	Employees are not subject to discriminatory practices during recruitment or employment.
1.2	<b>Harassment</b>	Employees are not subject to any form of harassment.
1.3	<b>Equal opportunity</b>	Employees receive equal opportunity, pay and treatment.
2. A workforce free of child or forced labour		
2.1	<b>Child labour</b>	No employees below the legally permitted minimum age are employed.
2.2	<b>Forced labour</b>	All work must be voluntary, and no forced or indentured labour is used.
3. The freedom to exercise legal rights		
3.1	<b>Guarantee of legal rights</b>	Employees are free to exercise all their legal rights, with no retribution from the employer for doing so.
3.2	<b>Freedom of association</b>	Employees shall have the freedom to establish and join organisations of their own choosing whilst maintaining the contractual obligations of employment and in accordance with the applicable law in that jurisdiction.
3.3	<b>Right to organisation</b>	Employees shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment, where relevant. Should national legislation prohibit this, employers shall make reasonable effort to assist with alternative means for employees to create committees to further their interests and in accordance with the applicable law in that jurisdiction.
4. The right to freedom of movement		
4.1	<b>Personal document retention</b>	Employees' identity documents or other valuable items, including passports and bank cards are not confiscated.
5. Safe and decent working and living conditions		
5.1	<b>Health, Safety and Environment</b>	Employees are provided with safe, secure and healthy working environments.
5.2	<b>Living conditions</b>	Employer-provided housing and food are compliant, hygienic, safe and healthy ( <i>as applicable</i> ).

<b>5.3</b>	<b>Transportation</b>	Employer-provided transportation to and from work sites is safe and roadworthy.
<b>5.4</b>	<b>Insurance</b>	Employees who are not covered by applicable public national health services shall receive employer-funded medical insurance for the duration of their employment and workers' compensation (work accident) benefits in accordance with the applicable law in that jurisdiction.
<b>5.5</b>	<b>Working hours</b>	Working hours are compliant with local regulations and do not jeopardise the health of employees.
<b>5.6</b>	<b>Leave</b>	Employees receive paid annual, sick and maternity leave in accordance with the applicable law in that jurisdiction.

## 6. Providing access to grievance mechanisms

<b>6.1</b>	<b>Grievance mechanism</b>	Employees have access to a clear and concise grievance reporting mechanism, which provides multiple avenues of reporting.
<b>6.2</b>	<b>Disciplinary procedures</b>	Any disciplinary measures are clearly communicated, consistent and in line with applicable laws.

## 7. Fair and free recruitment

<b>7.1</b>	<b>No fee recruitment</b>	The costs of recruitment and visa processing are borne by employers.
<b>7.2</b>	<b>Contract transparency</b>	Wages and benefits are clearly communicated during recruitment and match employment contracts.

## 8. Wages being paid in full, directly and on time

<b>8.1</b>	<b>Fair wage</b>	Employees' wages are compatible with the national minimum wage where applicable or are sufficient to ensure minimum acceptable living standards where no minimum wage is set.
<b>8.2</b>	<b>Wage payment</b>	Employees receive their full monthly wages and overtime dues as per the applicable law, through electronic bank transfer within 15 days of the completion of the month.