



SOCIAL PERFORMANCE REQUIREMENTS APPLICABLE TO CONTRACTORS



This document explains Alba's specific Social Performance requirements and expectations from its' Contractors in compliance with relevant Bahraini Laws, Alba's Social Management Policy and IFC Performance Standard 2. The document also explains, on what parameters (Indicators) Alba will monitor the Contractors as per Alba's SOP 1.11 "Contractors Social Performance Monitoring" to ensure, all contractors meet Alba's Social Performance requirements.

1. WHAT IS SOCIAL PERFORMANCE

Social Performance encompasses a wide range of issues, which are outlined in "IFC Performance Standard 2 – Labour and Working Conditions", and includes following Social Performance areas:

- Forced Labour
- Child Labour
- Worker Grievance Mechanism
- Accommodation Conditions
- Health of workforce etc.

2. ALBA'S SOCIAL PERFORMANCE REQUIREMENTS APPLICABLE TO CONTRACTORS

Alba's specific Social Performance requirements applicable to contractors are as below:

2.1. Forced Labour

- All contractor workers should be provided with a Contract of Employment which meets the requirements of Bahrain's Labour Law No. (36) Of 2012.
- Contractor workers get paid on time with wages in full and no illegal fees are deducted from workers' salaries.
- Contractors only use accredited local recruitment companies (in country of worker origin) to recruit workers.
- Workers to retain access to their passport.
- Contractors to run campaigns to raise awareness of worker rights.
- As part of Alba's Social Performance Audit, provide evidence in reference to all above requirements (Time sheets, pay slips, visas, awareness campaigns etc.).

2.2. Child Labour

- As per Labour Law of Bahrain, Child Labour is banned in the country.
- As part of Alba's Social Performance Audit, contractors to provide the list of workers that have been mobilized during the reporting period, including full name, date of birth, copy of passport, copy of visa, and Alba ID provided.

2.3. Worker Grievance Mechanism

- Contractors to establish grievance mechanisms that allow workers to voice concerns without fear of punishment or retribution.
- Make the grievance mechanism available in a language understandable to the worker.
- Run campaigns to raise awareness of the worker grievance mechanism.
- Contractors to report regularly on grievances raised through the grievance mechanism and if/how these were resolved.
- Contractors to provide evidence for; a) efforts made to translate the worker grievance mechanism in languages the worker understands on site and b) any awareness raising campaigns conducted to disseminate information about the worker grievance mechanism on site.

2.4. Accommodation Conditions & Location

- Worker's accommodation provided by the contractor for housing its' workers should adhere to the requirement of Bahrain Ministerial order 40 of 2014 related to Labor Accommodation and Labor accommodation requirements stipulated in Attachment-B of Alba's SOP 1.11 "Contractors Social Performance Monitoring".
- As part of Alba's Social Performance Audit, contractors to provide relevant details related to accommodation of workers e.g., total number and names/address of worker accommodations managed by contractor, the number of contractor workers living in each worker accommodation etc.
- Contractors should also conduct and provide "Risk Assessment" for all contractor accommodation locations to ensure that the presence of a contractor workforce does not cause any negative impact in the surrounding community.

2.5. Awareness Raising On Worker Health And Hygiene

- Contractors to implement public health campaigns on STD impacts, symptoms and prevention and provide relevant evidence to Alba.

3. **Note (Sub-contractors):** Contractors are responsible for social performance management of their sub-contractors and suppliers. This includes ensuring that Labour standards and local hiring and local procurement requirements are enforced throughout the contractor's supply chain involved in delivering the contract.

**Regards,
Alba Human Resources**

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