

Occupational Health, Safety & Environment Policy Statement

Tadweer considers the health, safety, environment and well-being of our employees, stakeholders, and the communities we serve as one of our corporate values, as we work to create a safe and sustainable working environment by implementing a comprehensive Health, Safety, and Environment Management System. To fulfil our commitment, Tadweer pledges to:

1. **Compliance:** Comply with all applicable HSE laws, regulations, and stakeholder requirements, ensuring the highest standards of health, safety, and environmental protection.
2. **HSE Management System:** Develop, implement, and continually improve a robust Health, Safety, and Environment Management System that aligns with local OSHAD SF, international ISO45001:2018, ISO14001:2015 standards, best practices, legal obligations, and ensuring compatibility with other Tadweer systems.
3. **HSE Governance:** Establish clear roles, responsibilities, and authorities to ensure effective governance and accountability in implementing and maintaining our HSE Management System.
4. **Risk Management:** Identify and assess all potential HSE risks associated with our operations, products, and services. Take proactive measures to eliminate or mitigate these risks as low as reasonably practicable, ensuring a safe, healthy, and environmentally friendly workplace.
5. **Emergency Preparedness:** Identify, establish emergency response plans, conduct drills, and provide adequate training to employees to effectively respond to HSE emergencies and minimize their impact on people and the environment.
6. **Injuries and Illness Prevention:** preventing work related injuries and illness through defined proactive measurable framework and strategy.
7. **Environmental Stewardship:** Prevention of pollution, minimize the environmental impact of our operations and services by adopting sustainable waste management practices, promoting waste reduction, recycling, and responsible disposal methods.
8. **Contractor and Supplier Management:** Ensures HSE evaluations are an integral part of contract process where we select and collaborate with contractors and suppliers who share our commitment to health, safety, and environmental protection.
9. **Employee Engagement:** Foster a culture of active participation and engagement among our employees on HSE matters by encouraging open communication, consultation, participation, reporting of incidents, near-misses, suggestions for improvement, etc.
10. **Stakeholder Engagement:** Engage and communicate with stakeholders, including shareholders, communities, customers, contractors, regulatory bodies, and others, to foster transparency, address concerns, and promote collaboration in achieving shared HSE goals.
11. **HSE Training and Awareness:** Provide comprehensive HSE training programs to employees at all levels, raising their HSE competencies and awareness about potential risks, safe work practices, and environmental conservation.
12. **Measurable HSE Objectives:** Setting measurable objectives and programs, aligning such objectives with Tadweer's strategic plan, ensuring periodic review, and monitoring the HSE performance.
13. **Continual Improvement:** Regularly review and assess HSE performance, proactively identify areas for improvement, and implement corrective actions to prevent incidents, protect our employees, and preserve the environment.

Ali Al Dhaheri
Managing Director & Chief Executive Officer

