



Aldar Properties PJSC

# **Occupational Safety and Health**



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## Occupational Safety and Health Policy

### **INTRODUCTION:**

Aldar is driven by providing a healthy, safe and secure workplace for our employees and all persons who are impacted by our operations. We promote a health and safety culture and remain committed to providing a supportive work environment.

We endeavor to achieve this through a systematic approach to risk management, developing an effective Occupational Safety and Health (OSH) Management System, and focusing on meeting the needs of our stakeholders.

At Aldar, we strive to identify and implement best practices for the health and safety of our employees and those who are affected by our activities.

### **OUR COMMITMENTS:**

To ensure that Health and Safety matters are given proper consideration, our commitment will be to:

- **Establish an Occupational Safety and Health (OSH) framework:** Integrate occupational safety and health (OSH) stewardship into our core business activities to prevent injury, illness and enhance employee health & Wellbeing.
- **Engage with our employees:** Encourage and support all employees to report accidents, incidents, and hazards, and to challenge actions and behaviours that compromise health and safety.
- **Align with our stakeholders:** Facilitate the cooperation and collaboration between all constituent groups necessary to make health and safety a truly joint enterprise.
- **Comply with laws:** Comply with all relevant legislation, regulations, appropriate codes of practice and other stakeholder requirements.
- **Develop health & safety management systems:** Develop and distribute structured OHS management systems that are suitable for our business.
- **Prevent injury:** Maintain and provide, to the extent reasonably practicable, safe and healthy working conditions.
- **OSH training:** Provide OSH training to our employees, as relevant to their roles and responsibilities and promote awareness with stakeholders and the wider community.
- **Set OSH objectives & targets:** Continuously improve health and safety performance through the setting of objectives and targets and regular performance reviews



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- **Celebrate the achievements:** celebrate those who embody our health and safety culture and philosophy and support all employees to make a positive contribution to a safer working environment.
- **Report on our Progress:** Report on impact, achievements, and progress against Aldar health and safety targets.

#### **OWNERSHIP:**

The Occupational Safety and Health Policy is overseen by the Management Committee.

At an operational level, the leadership (including Development Management and Asset Management) is responsible for implementing the policy with the appropriate standards and procedures.

In addition, all Directors, Heads of Departments, and investment and acquisitions team will work with relevant stakeholders to ensure that they will comply with these commitments and achieve the company's sustainable objectives and targets.

#### **MONITORING AND COMPLIANCE:**

Our aim is to encourage a positive health and safety culture by actively promoting occupational safety and health throughout the Organization through the provision of information, training, instruction and supervision.

We are committed to consulting with Employees on day-to-day health and safety considerations and will provide advice and supervision about health and safety matters.

Employees, Clients, Customers and Service Partners are empowered to report hazards, including near misses, without fear of reprisal.

This OSH Policy will be reviewed and amended as necessary to comply with any new legal and statutory regulations to ensure continuous improvement.

Aldar will ensure that effective procedures communication at all levels of Management and Employees are established and maintained on all matters that affect health and safety.