



# OCCUPATIONAL HEALTH & SAFETY (OHS) POLICY

AD Ports Group's Management is committed to:

- Adhering to the OHS Policy by integrating occupational health and safety aspects into its business and management processes.
- Complying with all applicable OHS legislations, legal and other requirements by Sector Regulatory Authority, Abu Dhabi Public Health Center (ADPHC) as well as applicable national and international rules and regulations.
- Demonstrating commitment and leadership toward effective management of Occupational Health & Safety.
- Conducting and managing its business and activities in a manner designed to responsibly eliminate or minimise OHS risks to an acceptable level, which is 'As Low As Reasonably Practical' (ALARP).
- Reducing risks in its operations to safeguard its personnel, prevent occupational injuries and health illnesses, enhance wellbeing, and ensure exceptional mental health.
- Implementing, maintaining and validating a comprehensive continual improvement programme, to ensure the continuity of critical operations under all circumstances.
- Transparently communicate its OHS results and welcome input from regulatory agencies, communities, and other interested parties.

Within the scope of the Policy defined above, AD Ports Group shall:

- Establish clear OHS objectives and link them to business strategic objectives.
- Demonstrate AD Ports Group's commitment to sustainable development.
- Establish, implement, and maintain a process for hazard identification and risk assessment.
- Align with the corporate values of not compromising on safe and secure operations.
- Ensure OHS requirements and a safe system of work are considered and embedded in all operational procedures.
- Establish programmes and initiatives to maintain employees' and interested parties' health and wellbeing.
- Ensure worker participation and consultation on OHS matters that affect their health and safety in the workplace.
- Monitor and manage OHS risks and ensure that measures adopted are cost-effective.
- Communicate OHS Policy with all interested parties and obtain their input.
- Conduct effective audits to monitor performance against established objectives and compliance requirements.
- Conduct periodic inductions for those working for, with, and on behalf of AD Ports Group.
- Develop a systematic approach to ensure compliance with Abu Dhabi Public Health Center (ADPHC), as well as national, international laws, and standards that AD Ports Group subscribes to; and international best practices, to continually improve OHS performance.
- Conduct periodic management reviews to evaluate OHS MS effectiveness and OHS performance; and to ensure that the OHS Policy remains relevant and appropriate.
- Promote a positive HSE culture among employees, contractors and interested parties.

**Mohamed Juma Al Shamisi**  
Managing Director and AD Ports Group CEO

**Effective Date:** 01 February 2024

