Occupational Health & Safety
Company Commitment

Aldar Education is fully committed to providing a safe, healthy, and secure environment for all individuals impacted by its operations across all schools, training centres, and support functions. As a leading education provider, we strive to embed a culture of health, safety, and wellbeing into every aspect of our work. This commitment is upheld by our leadership team and reflected throughout our operations.

Our Occupational Health & Safety (OHS) Policy is aligned with UAE Federal legislation, the Abu Dhabi Occupational Safety and Health System Framework (OSHAD-SF), and ISO 45001 standards. For schools operating under the jurisdiction of the Abu Dhabi Department of Education and Knowledge (ADEK), this policy also incorporates the requirements outlined in ADEK's School Health & Safety Policy (v1.1, September 2024).

The health, safety, and welfare of our employees, students, parents, contractors, and visitors are of paramount importance. We are dedicated to proactively identifying hazards, assessing risks, and implementing effective control measures. By doing so, we aim to eliminate incidents and enhance wellbeing across our organisation.

To ensure that Occupational 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 occupational health and safety performance through the setting of objectives and targets and regular performance reviews.
- **Celebrate the achievements:** celebrate those who embody our occupational 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 occupational health and safety targets.

The following occupational health and safety policy will define Aldar Education's commitment to achieving health and safety excellence.

Company Commitment	Establishing & Monitoring
Aldar Education's commitment to Occupational Health & Safety Excellence	Aldar Education Occupational Health & Safety strategy and management plan
Sahar Cooper	**Chris McCarthy**
Chief Executive Officer	Group Head | Operational Risk & Sustainability
On behalf of the Executive Leadership Team	On behalf of Aldar Education
Dated | **20 July 2025**	Dated | **20 July 2025**
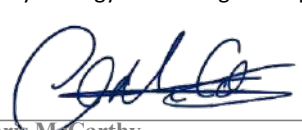
Policy Statement

Policy Statement	**Occupational Health & Safety Policy**
Service Pillar	Operations | Risk & Safety
Policy Number	PL-OP-OR-001
Effective Date	01 September 2020
Assessment Cycle	Annual or as required
Author | Modified	Chris McCarthy | 20th July 2025 | v7.0

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1. Purpose

1.1 This policy outlines Aldar Education's approach to ensuring occupational health and safety excellence across its group. It provides a framework for managing risks and complying with regulatory obligations while fostering a proactive safety culture. Where schools fall under ADEK regulation, additional operational requirements are incorporated into local implementation.

2 Scope

2.1 This policy applies to:

- All Aldar Education-operated schools, training centres, and offices
- All employees, students, parents, contractors, and visitors
- All activities undertaken by the group that may impact health and safety

3 Policy Objectives

3.1 Ensure the prevention of injury and ill health for all stakeholders

3.2 Promote wellbeing and a culture of shared safety responsibility

3.3 Ensure compliance with applicable laws, regulations, and codes of practice (e.g., OSHAD, ADEK, ISO 45001)

3.4 Provide adequate resources to manage and improve health and safety performance

3.5 Maintain a comprehensive management system that supports continuous improvement

4 Management Commitment

4.1 Establish a robust occupational health and safety culture that is prominent throughout Aldar Education.

4.2 Ensure the company's commitment to occupational health and safety is driven by top level management.

4.3 Empower employees by providing suitable information, instruction and training to allow them to perform their roles safely.

4.4 Celebrate those employees who embody our occupational health and safety culture and philosophy and support all employees to make a positive contribution to a safer working environment.

4.5 Ensure that the occupational health and safety management system is continually improved.

4.6 Ensure that occupational health and safety performance is continually monitored and improved upon.

4.7 Implement and maintain a procedure for on-going hazard identification, risk assessment and the determination of necessary hierarchal controls.

4.8 Communicate and consult with employees and stakeholders on occupational health and safety matters.

4.9 Ensure that measurable health & safety related KPI's are established and continuously monitored and reported back to the Executive Leadership Team.

5 Responsibilities

5.1 The **Group-Level Responsibilities**

5.2 **Chief Executive Officer (CEO):** Holds ultimate accountability for the health and safety of all Aldar Education entities. Ensures that sufficient resources are allocated to support this policy.

5.3 **Executive Leadership Team (ELT):** Supports the CEO in overseeing performance, allocating resources, and promoting a culture of safety.

5.4 **Chief Operating Officer (COO):** Approves the group OHS strategy and management plan, ensuring strategic alignment across business units.

5.5 **Group Head – Operational Risk & Sustainability:** Develops and monitors the OHS strategy and compliance frameworks. Provides direct support to entities, including guidance on ADEK implementation.

5.6 **School-Level Responsibilities (Including ADEK Compliance)**

5.7 **Principals:** Responsible for local implementation of this policy. For ADEK-regulated schools, this includes:

5.8 Appointment of a qualified, full-time Health & Safety Officer (HSO) per ADEK Table 1

5.9 Operation of a licensed school clinic with a DoH-licensed school nurse

5.10 Conduct of annual emergency drills, risk assessments, and safety inspections

5.11 Compliance with bag weight limits, smoke-free campus regulations, and LPG restrictions

5.12 Display of this policy in both Arabic and English

5.13 Logging incidents via ADEK and ADPHC systems

5.14 **Operations & Support Services Managers (OSM):** Ensure fire/life safety systems are maintained, workplace inspections are conducted, and safety issues are addressed promptly.

5.15 **All Employees:** Have a responsibility to safeguard their own health and safety and that of others. They must comply with all relevant procedures, participate in training, and report hazards.

5.16 **Contractors and Service Providers:** Must adhere to Aldar and ADEK safety standards. Responsible for their own staff's compliance and safety performance.

6 Risk Management

6.1 **Aldar Education maintains a group-wide Occupational Health & Safety Management System aligned to OSHAD-SF and ISO 45001. This includes:**

- Risk registers and hazard identification procedures

- Risk assessments and hierarchy of control implementation

- Monitoring of key performance indicators and trends

- Internal and external audits

Where schools are ADEK-regulated, risk management shall also cover:

- School transportation and traffic safety planning

- ADPHC electronic OSH platform reporting

- Formation of School Health & Safety Committees

7. Health Services

7.1   ADEK-regulated schools must:

- Operate licensed on-site clinics with DoH-licensed school nurses

- Maintain individual healthcare plans for students with additional needs

- Conduct health screenings (Grades 1, 5, 9) and immunisation programmes per DoH guidelines

- Log all medical interventions and maintain secure health records

- Provide post-incident mental health support per ADEK policies

8 Emergency Preparedness

8.1 All Aldar Education entities must:

- Develop and test emergency plans, including evacuation drills

- Maintain fire detection and suppression systems (including HASSANTUK, where required)

- Establish clear communication protocols during emergencies

9. Training and Awareness

- Ensure appropriate staff training in first aid, evacuation, and emergency respons9.1 All staff receive induction and refresher training based on their roles and risk profiles

- ADEK schools must educate students on PPE use, road safety, and emergency response

- Training needs shall be defined through risk assessments and aligned with ADPHC/DoH guidance

10. Documentation and Review

10.1 Maintain digital records of incidents, inspections, and compliance activities

- ADEK schools must use the appropriate digital platforms for reporting (e.g., OSH system)

- This policy is reviewed annually or following significant changes

11. Compliance Statement

11..1   All AE schools-regulated by ADEK are required to be fully compliant with the School Health & Safety Policy (v1.1) by February 2026. Failure to comply may result in regulatory penalties and enforcement action.

12. References

- ADEK School Health & Safety Policy v1.1 (2024)

- OSHAD-SF

- ISO 45001

- UAE Federal Decree Laws No. 3 of 2016 & No. 31 of 2021

- ADEK Digital, Safeguarding, Transportation, and Records Policies