

# QHSE POLICY STATEMENT

Doing things right

Responsibility &  
Accountability

Creativity

Fairness

Community &  
Teamwork

# QUALITY HEALTH SAFETY AND ENVIRONMENT POLICY STATEMENT



## POLICY STATEMENT

Our Group operates QHSE Management System which is documented, Implemented and maintained ensuring compliance with all the statutory and regulatory requirements related to our activities.

We aim to attain this through designing & manufacturing product and services to exceed customer expectation in a manner that will ensure the Health Safety and Environmental protection of all our employees, clients, supplier and the communities in which we live and work.

## QHSE MANAGEMENT SYSTEM OVERVIEW

Our Group QHSE Management System is designed to provide a safe working environment in our warehouses, offices, client's locations and Manufacturing locations.

We rely on a systems management approach to ensure compliance and continuous improvement.

While compliance with Health and Safety regulations is important and required, our program reaches beyond compliance to influence our company's culture through employee engagement and leadership behavior.

The way we operate and measure the performance and outcomes of our Health and Safety programs is consistent with widely accepted standards and practice meeting or exceeding International regulations and aim to support the requirements in ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.

## POLICIES, STANDARD AND CERTIFICATIONS

We have a company-wide Health and Safety policy that is supported by local and site-specific employee Health and Safety policies and programs.

Our policies embody the key elements enabling "No Damage" "No Harm" to employees and the environment.

## TRAINING

Training is a key component of our QHSE Management System. Our standard require new employee to receive the appropriate level of Health and Safety training for their work environment. Health and Safety training is provided through an employee's initial orientation or on boarding process and also includes continual Health and Safety training through regular toolbox talks and ranging from specific certification to general awareness and behavior training conducted through a certified approved training provider.

**WE BELIEVE OUR FIRST RESPONSIBILITY IS TO THE PROFESSIONALS WHO USE OUR PRODUCTS & SERVICES!**



TRAINING ACHIEVEMENT FOR OUR EMPLOYEE'S SUCH AS;



## AUDITS AND INSPECTION

As part of the QHSE Management System. We require location to perform regular safety audits to ensure proper policies, programs procedure, analysis and training are in place. Audit are used to create improvement and corrective action plans. In addition, our group engages an independent third party conformity assessment and certification vendor to audit selected operations for adherence to our standards.

## REPORTING

Each business unit is responsible for reporting their Health and Safety activities and outcomes. These reports are generated monthly and are circulated to the leadership team. QHSE is a standard topic at our monthly operational reviews.

Our group QHSE department provides a monthly report that contains information related to Key Performance Indicator (KPI) including Total recordable Incident rate (TRIR) and Lost Time Incident Rate (LTIR). The month "No Harm" report will be distributed to all Head of Department (HOD).

## KEY PERFORMANCE INDICATOR

Our group utilizes a mixture of Leading and Lagging Indicator to assess the Health and Safety performance of its operations. Lagging indicator include the OSHA Total Recordable Incident Rate (TRIR) and the Lost Time (or Lost Workday) Incident Rate (LTIR) based upon the number of incidents per 100 employees (or per 200,000 work hours).

While our group continues to measure and report on lagging indicators, it promotes the use of leading indicators as more relevant predictors of Health and Safety performance and outcomes. Leading indicators include, but are limited to, near misses and unsafe condition reported, corrective actions completed, safety discussions held, motor vehicle call reported, safety observations noted, safety focused improvement events completed, job safety analysis completed and self-audit completed. Presently, leading indicator are defined, tracked and measured by each Business Unit.



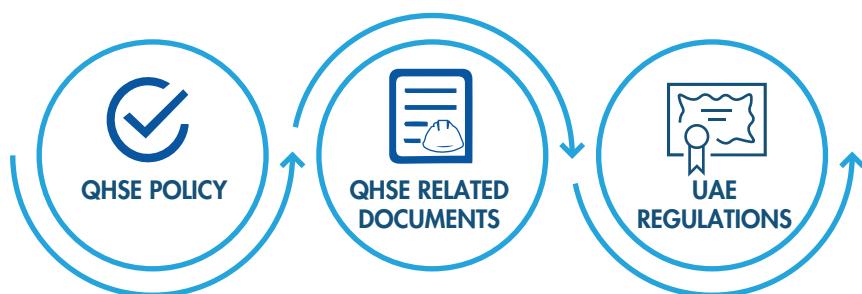
## TECHNOLOGY AND SOFTWARE

Our group uses an enterprise Environmental Health and Safety software system called "iAuditor" to support its Health and Safety programs in all our operations. This system allows users to input inspection, track and manage work-related injuries and illnesses as well as near misses and unsafe act / unsafe conditions, create and perform safety audits, measure compliance with the government regulation and internal procedures, create a standard report, manage risk assessment. The "iAuditor" platform is used by the company's Health and Safety professionals and other stakeholders to address their Health and Safety related responsibilities.

## POLICY REVIEW

Continually review the QHSE Policy appropriate to the demands and expectation of clients, employees and any person working under the company's control to endure their relevance to the nature and impact of the Company's activities.

## RECORDS



## REFERENCE

Our group QHSE Management system used some of the UAE Occupational Health and Safety guidelines Which applicable to our operations.

- Abu Dhabi Code of Practice (OSHAD) – CoP 1.0 Hazardous Materials
- Abu Dhabi Code of Practice (OSHAD) – CoP 2.0 Personal Protective equipment
- Abu Dhabi Code of Practice (OSHAD) – CoP 4.0 First Aid and Medical Treatment
- Abu Dhabi Code of Practice (OSHAD) – CoP 8.0 General Work Place Amenities
- Abu Dhabi Code of Practice (OSHAD) – CoP 9.2 Managing work-related stress
- Abu Dhabi Code of Practice (OSHAD) – CoP 13.0 Violence in the workplace
- Abu Dhabi Code of Practice (OSHAD) – CoP 14.0 Manual Handling and Ergonomics
- Abu Dhabi Code of Practice (OSHAD) – CoP 15.0 Electrical Safety
- Abu Dhabi Code of Practice (OSHAD) – CoP 15.0 Safety Signage and signal
- Abu Dhabi Code of Practice (OSHAD) – CoP 19.0 Occupation Food Handling and Food Preparation area.
- Abu Dhabi Code of Practice (OSHAD) – CoP 21.0 Permit to work system
- Abu Dhabi Code of Practice (OSHAD) – CoP 23.0 Working at Heights
- Abu Dhabi Code of Practice (OSHAD) – CoP 24.0 Lock out/ Tag out
- Abu Dhabi Code of Practice (OSHAD) – CoP 26.0 Scaffolding
- Abu Dhabi Code of Practice (OSHAD) – CoP 27.0 Confined Spaces
- Abu Dhabi Code of Practice (OSHAD) – CoP 34.0 Safe use of Lifting equipment's



- Abu Dhabi Code of Practice (OSHAD) – CoP 35.0 Portable Power and Hand Tools
- Abu Dhabi Code of Practice (OSHAD) – CoP 37.0 Ladders
- Abu Dhabi Code of Practice (OSHAD) – CoP 54.0 Waste Management system
- Dubai Waste Management Guidelines
- Technical guidelines No.1 Waste storage requirements for municipal solid waste 2015
- Technical guidelines No.2 Waste collection and transport 2015
- Technical guidelines No.5 Waste Classification 2015
- Technical guidelines No.7 Mandatory waste segregation 2015
- Technical Guideline No. 8 Hazardous Waste Disposal
- Technical Guideline No. 9 – Recyclable Waste Materials
- Technical Guideline No. 10 – Disposal of Unwanted Materials
- Technical Guideline No. 11 – Transportation and Handling of Hazardous Waste in the Emirate of Dubai
- Dubai Technical Guidelines (WTS-TG No. 8) - Disposal of Hazardous Waste
- UAE Fire code. ( Civil Defense)
- Dubai Technical Guidelines for BIOCIDE- DM-PHSD-GU-82BIO2
- Dubai Technical Guidelines for Dangerous Goods Storage – DM-ED-F-8F05
- Dubai Technical Guidelines for Cleaning & Disinfection – DM PH&SD-GU-88CDBE4
- MOCCAE -Ministry of Climate Change and Environment- Ministerial Decree No. (801) of 2015 concerning the law of fertilizer and soil enhancer
- Dubai Waste Management Technical Guidelines - DM-WMD-WTS-TG-No 8.
- Local order No.(8) of 2002 concerning Drainage & Irrigation Network in Dubai, and administrative order No. (181) of 2007 regarding fat, oil and Grease Waste

## PERSONNEL ACKNOWLEDGEMENT

Name	Position	Signature

## REVISION & APPROVAL

Revision	Date	Nature of Changes	Approved By
00	11-09-2021	Original Issued	Managing Director

Approval	Name	Signature	Date
Prepared By	Daniel Sta Rita		
Approved By	Mohannad Ghazaleh		