

# Health, Safety and Wellbeing Position Statement

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**Table of Content**

Background .....3

National and International Outlook.....3

Philosophy .....3

Approach.....3

Monitoring and Disclosure .....4

Review .....4

References.....4



## Health, Safety and Wellbeing Position Statement

### Background

The health, safety and welfare of employees across an organization are important for ensuring a safe and efficient workplace. Promoting and implementing measures related to health, safety and wellbeing (HSW) has positively contributed to companies by, among others, improve talent acquisition and retention, mitigating potential regulatory risks, enhancing business performance, improving brand reputation and value as well as increasing access to capital.<sup>i</sup> On the contrary, companies that suffer from recurrent health and safety incidents often face increased operational, reputational and financial risks. Inadequate deployment of HSW measures in a company can lead to higher absenteeism rates and lower productivity output, consequently reducing performance and impacting revenue.

### National and International Outlook

The UAE Federal Laws\* (including other relevant health and safety regulations, the UAE Regulations) contain provisions regarding health and safety and worker-protection that the private and public sector are required to adhere to. The UAE Regulations include the requirement for injury and death compensation schemes, health insurance for all employees, periodic health checkups for employees exposed to occupational hazards and the deployment of occupational health and safety officers for all industrial establishments with 100+ employees.<sup>ii</sup>

Under the regulations, UAE employers are obliged to provide a safe and appropriate work environment. Both the employer and the employee must comply with all recommendations issued by Ministry of Human Resources and Emiratization and other relevant UAE authorities regarding occupational health and safety. The UAE Regulations supports employers offering expanded provisions for their employees' wellbeing and future health as well as alternative schemes of employment, such as part time, temporary work and other flexible work conditions.<sup>iii</sup>

### Philosophy

ADQ has processes and policies in place that aim to minimize and mitigate work-related injury risk by providing employees with a workspace that is catered for their physical safety and mental well-being. We seek to collaborate and engage with our portfolio companies to apply appropriate related processes and promote the adoption of best practices.

### Approach

Employee health, safety and wellbeing is a priority at ADQ and as such every effort is made to ensure HSW policies, processes, and procedures are in place to minimize safety risks to our employees.

ADQ promotes a safe working environment across its portfolio with no tolerance towards any form of discrimination. ADQ takes appropriate investigative, disciplinary, and appropriate remedial measures should such an event transpire. We offer our employees free access to a wellness mobile application that provides confidential counselling and coaching on personal and work-related matters, including mental health, financial wellbeing and family care.

ADQ also is committed to the health and safety of our external stakeholders, partners and the general community. We ensure that our employees adhere to all applicable health, safety and environmental



## Health, Safety and Wellbeing Position Statement

policies and procedures. Additionally, we encourage all suppliers to meet our health and safety standards.

### Portfolio Review

We are cognizant that most of our health and safety risk is concentrated in the portfolio of businesses we operate. ADQ exercises due caution to assess and flag potential health and safety incidents that could have an impact on its businesses. We commission an independent third-party to carry out an annual environmental, social and governance assessment on our portfolio which includes a review of our companies' health and safety performance. The assessment examines the existence/adequacy of health and safety commitments, the policies disclosed by each portfolio company, and whether these are supported by quantitative targets. The assessment provides insights and highlights potential gaps that alert management to ensure the health and safety of ADQ's portfolio businesses.

### Monitoring and Disclosure

ADQ encourages its portfolio companies to monitor and disclose related efforts and measures on its health and safety performance within their published ESG/sustainability reports.

### Engagement and Training

ADQ communicates its HSW to employees via multiple channels including the ADQ Code of Conduct, wellbeing webinars and environmental, social and governance specific awareness training sessions. We aim to expand training to all ADQ employees by conducting health and safety induction training covering topics such as healthy office habits and healthy lifestyles choices as well as good mental health habits building on current programs dedicated to the topic of wellbeing.

### Review

This Health, Safety and Wellbeing Position Statement and related strategies are reviewed periodically by ADQ Management to ensure alignment with the latest health and safety trends, related UAE Regulations and national and international stakeholders' expectations. ADQ Management ensures health and safety-related topics are raised to its Board of Directors where applicable.

### References

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<sup>i</sup> [Deloitte: Healthy people, healthy business](#)

<sup>ii</sup> [UAE Provisions for safety and health of workers](#)

<sup>iii</sup> [UAE Labour law and Regulations](#)