



# K&A GROUP HEALTH AND SAFETY POLICY

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Khatib & Alami acknowledges its responsibility to manage health and safety effectively. We are wholly committed to protecting our people and those affected by our operations and services.

Our aim is to make health and safety an integral part of our company culture which, can only be achieved through strong leadership and encouraging appropriate behaviors.

We shall work closely with our people, clients, contractors and our supply chain to create a healthy and safe work environment wherever practicable.

We shall achieve this by:

- Defining minimum expectations for health and safety management across the K&A Group
- Operating a safety management system that is certified to, or at least aligned with ISO 45001 in all our business operations
- Implementing a 'Zero Harm' culture that prevents major incidents and continually improve our OH&S management system
- Ensuring the appropriate allocation of funds and resources to manage health and safety effectively
- Ensuring compliance with all applicable health and safety legislation, adopting international best practice where no legislation or guidance exists
- Defining achievable, realistic health and safety objectives and targets
- Promoting an energetic safety culture through effective communication and engagement
- Providing our employees and business partners with a safe working environment and promoting their health and wellbeing
- Committing to eliminate hazards and reduce OH&S risks
- Embedding 'safety in design' processes to eliminate significant hazards at the early stages of a project life cycle
- Proactively having consultation and participation by working with our clients, supply chain and contractors to promote positive improvements in health, safety and worker welfare standards
- Investing in health and safety training, awareness, systems, tools and the appointment of competent professionals
- Actively monitoring our performance and progress against our health and safety strategy and objectives

Our leaders and managers are responsible for implementing this policy across their business operations, developing health and safety management solutions that meet our K&A Group mission, values, expectations, applicable legal and other requirements, maintaining client focus, protecting our people and driving continual improvement.

A handwritten signature in blue ink, appearing to read 'N. K.', is positioned above a horizontal line.

**Dr Najib Khatib**  
**Chairman & CEO**