

Occupational Health & Safety Company Commitment

تلتزم شركة الدار للتعليم بشكل كامل بتوفير بيئة آمنة وصحية ومأمونة لجميع الأفراد المتأثرين بعملياتها في جميع المدارس ومراكز التدريب ووظائف الدعم. بصفتنا مزود تعليم رائد، نسعى لغرس ثقافة الصحة والسلامة والرفاهية في كل جانب من جوانب عملنا. هذا الالتزام مكرس من قبل فريق القيادة لدينا وينعكس في جميع عملياتنا. ADOSH-SF تتوافق سياسة الصحة والسلامة المهنية لدينا مع التشريعات الفيدرالية لدولة الإمارات العربية المتحدة، وإطار نظام الصحة والسلامة المهنية في أبوظبي (V4.0 و V4.1) ومعيار (ISO 45001) وأيضاً المتطلبات المنصوص ADEK. بالنسبة للمدارس التي تعمل تحت إشراف دائرة التعليم والمعرفة بأبوظبي (ADEK)، تتضمن هذه السياسة أيضاً المتطلبات المنصوص ADEK. أحدث سياسة للصحة والسلامة المدرسية صادرة عن ADEK. نحن ملتزمون بشكل استباقي بتحديد المخاطر وتقييمها، وتنفيذ تدابير تحكم فعالة. ومن خلال ذلك، نهدف إلى القضاء على الحوادث وتعزيز رفاهية الجميع في مؤسستنا. ولضمان إيلاء الأمور المتعلقة بالصحة والسلامة المهنية الاهتمام المناسب، سيكون التزامنا كالتالي:

- إنشاء إطار للصحة والسلامة المهنية: دمج إدارة الصحة والسلامة المهنية في أنشطة أعمالنا الأساسية لمنع الإصابات والأمراض وتعزيز صحة ورفاهية الموظفين.
 - التفاعل مع موظفينا: تشجيع ودعم جميع الموظفين على الإبلاغ عن الحوادث والأحداث والمخاطر، ومواجهة الأفعال والسلوكيات التي قد تعرض الصحة والسلامة للخطر.
 - التنسيق مع أصحاب المصلحة: تسهيل التعاون والشراكة بين جميع المجموعات المعنية لجعل الصحة والسلامة مسعى مشتركاً بالفعل.
 - الامتثال للقوانين: الامتثال لجميع التشريعات واللوائح ومدونات الممارسة المعمول بها ومتطلبات أصحاب المصلحة الآخرين.
 - تطوير أنظمة إدارة الصحة والسلامة: تطوير وتطبيق أنظمة منظمة لإدارة الصحة والسلامة المهنية تتناسب مع طبيعة أعمالنا.
 - منع الإصابات: الحفاظ على ظروف عمل آمنة وصحية وتوفيرها بقدر ما هو ممكن عملياً.
 - التدريب على الصحة والسلامة المهنية: تقديم التدريب على الصحة والسلامة المهنية لموظفينا بحسب أدوارهم ومسؤولياتهم، وتعزيز الوعي لدى أصحاب المصلحة والمجتمع الأوسع.
 - تحديد أهداف الصحة والسلامة المهنية: التحسين المستمر للأداء في مجال الصحة والسلامة المهنية من خلال تحديد الأهداف ومراجعة الأداء بانتظام.
 - الاحتفاء بالإنجازات: تكريم الأشخاص الذين يجسدون ثقافة وفلسفة الصحة والسلامة المهنية لدينا، ودعم جميع الموظفين للمساهمة بشكل إيجابي في بيئة عمل أكثر أماناً.
 - الإبلاغ عن تقدمنا: الإبلاغ عن الأثر والإنجازات والتقدم المحرز مقارنةً بأهداف الصحة والسلامة المهنية لشركة الدار للتعليم.
 - المراجعة: مراجعة نظام إدارة الصحة والسلامة المهنية سنوياً لضمان ملاءمته وفعالته وتيسير التحسين المستمر.
- تحدد هذه السياسة التزام شركة الدار للتعليم بتحقيق التميز في مجال الصحة والسلامة

Company Commitment

Aldar Education's commitment to
Occupational Health & Safety Excellence



Chief Executive Officer

On behalf of the Executive Leadership Team
Dated | 01 July 2026

Establishing & Monitoring

Aldar Education Occupational Health &
Safety strategy and management plan



Executive Director of Operations

On behalf of Aldar Education
Group Head - Operational Risk & Sustainability
pending appointment
Dated | 01 July 2026

Policy Statement

Policy	Occupational Health & Safety Policy Statement
Service Pillar	Operations Risk & Safety
Policy Number	PL-OP-OR-001
Effective Date	01 September 2020
Assessment Cycle	Annual or as required
Modified	01 th July 2026 v8.0

الدار للتعليم
ALDAR EDUCATION



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 schools, including operated, Charter, and ADNOC schools.
 - 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., ADOSH-SF (V4.0 & V4.1), ADEK, ISO)
- 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

The Group-Level Responsibilities

- 5.1 **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.
- 5.2 **Executive Leadership Team (ELT):** Supports the CEO in overseeing performance, allocating resources, and promoting a culture of safety.
- 5.3 **Executive Director of Operations:** Approves the group OHS strategy and management plan, ensuring strategic alignment across business units.
- 5.4 **Group Head – Operational Risk & Sustainability:** Develops and monitors the OHS strategy and compliance frameworks. Provides direct support to entities, including guidance on ADEK implementation.
- 5.5 **School-Level Responsibilities (Including ADEK Compliance)**
- 5.6 **Principals:** Responsible for local implementation of this policy. For ADEK-regulated schools, this includes:
 - Appointment of a qualified, full-time Health & Safety Officer (HSO) per ADEK Table 1
 - Operation of a licensed school clinic with a DoH-licensed school nurse
 - Conduct of annual emergency drills, risk assessments, and safety inspections
 - Compliance with bag weight limits, smoke-free campus regulations, and LPG restrictions
 - Display of this policy in both Arabic and English
 - Logging incidents via ADEK and ADPHC systems
- 5.7 **Operations & Support Services Managers (OSM):** Ensure fire/life safety systems are maintained, workplace inspections are conducted, and safety issues are addressed promptly.
- 5.8 **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.
- 5.9 **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 ADOSH-SF (V4.0 & V4.1) 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
- 6.2 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 response
- 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 by February 2026. Failure to comply may result in regulatory penalties and enforcement action.

12. References

- ADEK Latest School Health & Safety Policy
- ADOSH SF Element 09 – Compliance and Management Review, Version 4.0, July 2024
- ISO 45001:2018 OH&S Management System
- UAE Federal Decree Laws No. 3 of 2016 & Federal Law No. 33 of 2021
- ADEK Digital, Safeguarding, Transportation, and Records Policies