

First: Occupational safety and health policy

1-Objectives:

Occupational safety and health in general and the company's policy in particular aim to implement procedures that seek to enhance:

- 1- Protecting the safety and health of all workers in the work environment.
- 2- Protecting the safety and health of visitors and those passing by the structure and work sites.
- 3-Preserving property and the environment related to the structure and work sites, which are related to the dangers of work including accidents and occupational diseases.

2-Expectations:

We seek to develop the current situation regarding to occupational safety and health so that the work environment will be safer and more attractive, and the workers can carry out their work more efficiently and effectively. Therefore, we will seek to enhance occupational safety and health practices through awareness, adopting systems, developing procedures, ensuring the proper implementation of sound and healthy work practices, and preparing and training workers on the established occupational safety and health topics in a way that contributes to achieving the objectives of this policy.

3- Priorities:

The structure places upon itself the safety and health of workers as a major priority in its work, and seeks to achieve this by arranging priorities to be as follows:

- Strengthening systems and procedures that contribute to protecting the safety and health of workers and preserving property and the environment.
- Promoting awareness and spreading the culture of prevention among workers and passing visitors
- Qualifying and training workers periodically in order to protect their safety and health
- Addressing any work that poses a threat to the safety and health of workers, visitors, or passers-by, or to property and the environment.
- Continuously evaluate risks and develop and implement proposed solutions to address risks.
- Reducing work injury rates and work death rates (occupational injuries).
- Reducing the rates of downtime and absences at work related to occupational safety and health.

Therefore, we expect all employees to contribute to achieving these priorities because they were established in order to maintain their safety. We also expect visitors and passers-by to adhere to the requirements set by the structure to protect them.

4-Operations, responsibilities and general roles:

- General operations:

A-The risk assessment tool is one of the most important work tools to ensure that the work environment is safe and healthy. This process (with regard to the safety and health of workers) must be available in every department of the structure through cooperation and coordination to develop, work on, follow up and update it with occupational safety and health officials.

B- Any change that includes adding, modifying, replacing or canceling operations (procedures, machines, equipment, tools, models, etc.) requires the entity that owns that change to coordinate with occupational safety and health officials to study it and develop the necessary plans. It contributes to protecting the safety and health of workers and preserving property and the environment.

-General responsibilities and roles:

A - It is the responsibility of senior management to provide financial and moral support to enhance occupational safety and health practices and achieve the objectives of this policy. It is also its responsibility to follow up on the proper application of occupational safety and health practices and requirements in a way that makes the importance of this topic to the structure's senior management clear to all workers, visitors and passers-by.

B- It is the responsibility of occupational safety and health officials (whether a department, group, or individual) to report and submit regular reports to the General Organization for Social Insurance.

C-It is the responsibility of all employees to adhere to the structure's instructions regarding protecting their safety and health and preserving property and the environment. Safety is everyone's responsibility. It is also their responsibility to support and adopt the appropriate implementation and requirements of occupational safety and health practices and carried out by the structure.

5-Obligation

The structure is committed to following the regulations and requirements of the labor market regarding occupational safety and health. it is also committed to continuing to develop occupational safety and health practices and requirements by adopting and applying local or global systems, procedures or practices that contribute to making the work environment safe and attractive, and achieving the objectives of this policy.

6- Validity:

This policy must be reviewed at least every two years or when needed. Occupational safety and health officials must also follow up this policy with senior management to keep pace with work developments. Employees should be updated with any changes that occur to it, and all employees should read this policy and contribute to it in order to achieve its objective