

Occupational Health & Safety Company Commitment

Aldar Education is fully committed to providing a safe, healthy, and secure environment for all individuals impacted by its operations across all schools, training centres, and support functions. As a leading education provider, we strive to embed a culture of health, safety, and wellbeing into every aspect of our work. This commitment is upheld by our leadership team and reflected throughout our operations.

Our Occupational Health & Safety (OHS) Policy is aligned with UAE Federal legislation, the Abu Dhabi Occupational Safety and Health System Framework (OSHAD-SF), and ISO 45001 standards. For schools operating under the jurisdiction of the Abu Dhabi Department of Education and Knowledge (ADEK), this policy also incorporates the requirements outlined in ADEK's School Health & Safety Policy (v1.1, September 2024).

The health, safety, and welfare of our employees, students, parents, contractors, and visitors are of paramount importance. We are dedicated to proactively identifying hazards, assessing risks, and implementing effective control measures. By doing so, we aim to eliminate incidents and enhance wellbeing across our organisation.

To ensure that Occupational Health and Safety matters are given proper consideration, our commitment will be to:

- **Establish an Occupational Safety and Health (OSH) framework:** Integrate occupational safety and health (OSH) stewardship into our core business activities to prevent injury, illness and enhance employee health & Wellbeing.
- **Engage with our employees:** Encourage and support all employees to report accidents, incidents, and hazards, and to challenge actions and behaviours that compromise health and safety.
- **Align with our stakeholders:** Facilitate the cooperation and collaboration between all constituent groups necessary to make health and safety a truly joint enterprise.
- **Comply with laws:** Comply with all relevant legislation, regulations, appropriate codes of practice and other stakeholder requirements.
- **Develop health & safety management systems:** Develop and distribute structured OHS management systems that are suitable for our business.
- **Prevent injury:** Maintain and provide, to the extent reasonably practicable, safe and healthy working conditions.
- **OSH training:** Provide OSH training to our employees, as relevant to their roles and responsibilities and promote awareness with stakeholders and the wider community.
- **Set OSH objectives & targets:** Continuously improve occupational health and safety performance through the setting of objectives and targets and regular performance reviews.
- **Celebrate the achievements:** celebrate those who embody our occupational health and safety culture and philosophy and support all employees to make a positive contribution to a safer working environment.
- **Report on our Progress:** Report on impact, achievements, and progress against Aldar occupational health and safety targets.

The following occupational health and safety policy will define Aldar Education's commitment to achieving health and safety excellence.

Company Commitment

Aldar Education's commitment to
Occupational Health & Safety Excellence



Sahar Cooper
Chief Executive Officer

On behalf of the Executive Leadership Team
Dated | 20 July 2025

Establishing & Monitoring

Aldar Education Occupational Health &
Safety strategy and management plan



Chris McCarthy
Group Head | Operational Risk & Sustainability

On behalf of Aldar Education
Dated | 20 July 2025