

MILAHA HEALTH, SAFETY AND WELLBEING POLICY

It is our mission to deliver reliable service by focussing on safety, quality and our customers and other stakeholders; to provide an enriching environment and to always live by our values.

The Milaha Health, Safety and Wellbeing Policy applies to all locations and operations under the control or influence of Milaha and its entities.

Milaha is committed to improving our health and safety standards and performance through:

- Preventing all occupational ill-health and injuries,
- Looking after our people, partners, customers, visitors and the communities we operate in,
- Minimising risks through adopting industry leading best practice,
- Integrating safety principles into management systems and all business activities to ensure that our activities are carried out in a safe and ethical manner.

Milaha will achieve our health, safety and wellbeing commitments through:

- ensuring adequate resources and support available to fulfil our safety obligations,
- meeting or exceeding all required regulatory and other applicable obligations,
- ensuring that all Health and Safety requirements are implemented by line management, who are fully responsible for ensuring that activities under their control and influence are carried out safely,
- providing effective training, instruction, and information to ensure that health and safety requirements are understood throughout the business,
- enabling a leadership culture that champions health and safety and seeks to generate continuous improvement,
- providing a safe and supportive workplace, with strategies to enable the protection of our employee's mental health and wellbeing,
- systematically identifying and effectively managing risks and opportunities throughout the organisation,
- setting health and safety objectives through stakeholder consultation and the regular review of outcomes,
- measuring and monitoring of performance through regular inspections, audits and the undertaking of detailed and transparent investigations,
- engaging in open consultation with employees and other stakeholders,
- enabling our people to make positive lifestyle choices to promote physical and mental wellness.

Employees are empowered and responsible to always:

- work in accordance with safe systems of work, protecting the health, safety and wellbeing of all within the workplace,
- report uncontrolled hazards that they encounter and any incidents which occur,
- actively participate in health and safety consultation and training processes.

Approved and authorised by:

Signed and approved
through Digital Documents

Fahad Saad Al-Qahtani
Group Chief Executive Officer

Document Status

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Revision Number	Owner	Approved for Issue	
		Name	Date
1.0	Dean Prince	Abdulrahman Essa A E Al-Mannai	10/06/2016
2.0	Dean Prince	Abdulrahman Essa A E Al-Mannai	20/12/2018
3.0	Dean Prince	Abdulrahman Essa A E Al-Mannai	25 APR 2022
3.1	Dean Prince	Mohammed Abdulla Swidan	25 OCT 2022
4.0	Dean Prince	Fahad Saad Al-Qahtani	30 MAY 2024

Revision History

Revision Number	Amendment Description
1.0	Consolidation to Milaha Policy and alignment with ISO 18001
2.0	Alignment to BSC requirements and ISO 45001
3.0	Amendments to generate improvement and provide clarification
3.1	Change of PCEO within Milaha
4.0	Change to layout structure of policy to include Wellbeing, Change of GCEO within Milaha

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