

## **HAJT SAFETY AND SECURITY POLICY**

HAJT maintains an unwavering commitment to safety and security and has instituted the following regulations. These regulations are applicable to all individuals entering or performing work at the Terminal, including employees, service providers, suppliers, bidders, visitors, contractors, and their personnel.

All persons visiting or working at the Terminal are required to adhere to these rules. HAJT complies with all applicable health and safety legislation and the Group's Global Minimum Safety Standard (GMSS). We are dedicated to the continual enhancement of our safety management systems and practices.

- a) All Contractors, Suppliers, Bidders, and Service Providers (hereinafter referred to as "**Third Parties**") and their subcontractors shall place the highest importance on safety and security during the execution of any works or services for HAJT. Compliance with all safety, security, and environmental policies, procedures, and rules of HAJT is mandatory.
- b) The Terminal constitutes a hazardous working environment due to its operational nature. The constant movement of cranes, trucks, trailers, and heavy lifting equipment necessitates that all individuals remain vigilant, exercise caution, and maintain awareness of potential risks. A mandatory safety induction session is required prior to Terminal entry or assignment of any task.
- c) Mandatory Personal Protective Equipment (PPE), comprising a hard hat, safety shoes, and a high-visibility vest, is required for Terminal entry. Access is prohibited without this PPE. The Third Party is required to provide, at its own expense, adequate PPE to all its personnel and shall enforce its correct use.
- d) Provision of Safe Equipment: The Third Party shall ensure that all plants, vehicles, tools, apparatus, and equipment used in the execution of the works are in a safe, sound, and good condition, are properly maintained, and are capable of performing the functions for which they are intended. HAJT reserves the right to inspect any such equipment and, if deemed unsafe or unsuitable, to prohibit its use on Terminal premises.
- e) HAJT may require the Third Party to provide a detailed and comprehensive safety plan to the designated HAJT responsible officer before the commencement of any works.
- f) To ensure effective communication, the Third Party shall, upon request, arrange for its representatives (from both management and working levels) to attend periodic safety meetings organized by HAJT.
- g) HAJT is committed to achieving zero harm in the workplace and encourages all personnel to report hazards, near misses, and incidents. Safety objectives are subject to regular review by the Safety Committee.
- h) All personnel must observe and comply with all safety signage and cautionary notices posted throughout the Terminal.
- i) Pedestrian access within the Terminal is prohibited. Designated shuttle bus services must be utilized for all internal transportation.
- j) Smoking, chewing pan/gutka/naswar, spitting, or the use of open flames is strictly prohibited. Violators will be subject to immediate removal from the Terminal and a fine of AED 250.
- k) A fine of AED 100 per person per day will be levied against any Third Party whose staff is found not wearing mandatory PPE. HAJT reserves the right to deduct such amounts from the Third Party's service fees. Repeated violations will result in the revocation of Terminal access privileges.
- l) Non-compliance with HAJT safety rules or control measures stipulated in the Permit to Work (PTW) or risk assessment will result in a fine of AED 500 levied against the Third Party.
- m) All vehicles operated by Third Party must be equipped with a functional, flashing orange light, installed and maintained at their expense.
- n) Any Third Party providing services (e.g., civil, electrical) must obtain a valid work permit and ensure their personnel are fully briefed on HAJT safety regulations before the commencement of any work or services.
- o) Personnel engaged in hot work, work at height, confined space entry, or high-voltage tasks must obtain and sign a Permit to Work, issued by the relevant approving authority.
- p) Prior to initiating any repair work, Third Party are required to demarcate and isolate the work area. Work within traffic zones must be isolated using concrete barriers.
- q) No work shall commence until all requisite safety measures have been fully implemented.
- r) Under no circumstances are Third Party permitted to employ unsafe practices, shortcuts, or improper tools or protective equipment.

- s) Any individual found to be in deliberate violation of the aforementioned rules will be subject to immediate expulsion from the Terminal.
- t) The Third Party must immediately report to HAJT any safety or security incident, or accident, and provide all details concerning the cause, status of works, and any potential delays or safety issues arising from the event. In the event of an injury to a Third-Party worker, the respective Third Party assumes full responsibility for arranging first aid and/or hospitalization.
- u) HAJT assumes no liability for any injuries or fatalities sustained by Third Party's personnel. All parties must ensure they fully comprehend and adhere to all communicated safety procedures and instructions.
- v) The Third Party shall indemnify, defend, and hold harmless HAJT, its affiliates, and their respective officers, directors, agents, and employees from and against any and all claims, demands, lawsuits, losses, damages, penalties, fines, liabilities, costs, and expenses (including reasonable legal fees) whatsoever arising out of or resulting from the acts, omissions, or negligence of the Third Party, its employees, agents, or subcontractors in connection with the performance of any works or services at the Terminal. This includes, but is not limited to, personal injury, illness, or death of any person (including the Third Party's personnel) and damage to or loss of any property (including HAJT property or the property of others). This indemnity obligation shall survive the termination or completion of the work and the termination of any agreement.
- w) All Third Parties must strictly comply with all safety practices, procedures, and instructions as communicated during training sessions or site briefings.