

HEALTH & SAFETY POLICY

Jodoa Properties L.L.C (hereinafter referred to as “Jodoa”) recognises the importance of occupational health, safety, and process safety in the successful operation of its activities. This policy is a declaration of the Board’s intent to establish and maintain a safe and healthy working environment where the wellbeing of its staff, supply chain and all other stakeholders is actively promoted, and harm eliminated wherever possible.

Every employee is expected to support and further develop Jodoa’s ethos towards health, safety and wellbeing. Jodoa operates a comprehensive Health and Safety Management System which meets the requirements of ISO 45001 and the UAE Federal Decree Law No.33 of 2021 (the “UAE Labor Law”) on the regulations of Labor Relations.

The aims of the management system and policy will be achieved by the:

- Conduct of all undertakings in such a way as to ensure, so far as is reasonably practicable, that employees and others will not be exposed to risks as a result of Jodoa’s activities.
- Systematic identification, evaluation and control of foreseeable catastrophic incident risks associated with our activities through the application of process safety leadership, risk identification and assessment principles.
- Adherence to the relevant statutory provisions and other appropriate standards whilst undertaking all work activities. In the case of industries where specific provisions apply, all work activities will comply with such specific requirements.
- Implementation of robust risk management, health surveillance and fitness for work programmes, to ensure, so far as is reasonably practicable, that the health of employees is protected and maintained, irrespective of their existing health status.
- Responsibility of employees to work safely in line with statutory requirements and other appropriate standards and identify unsafe working situations. In such cases work will cease until the situation has been investigated and rectified where necessary.
- Providing the necessary means of prevention to protect workers from the risks of occupational diseases and injuries that may occur during work, and providing appropriate training for workers to avoid such risks.
- Commitment to consult with, train and ensure that our employees are competent to carry out their work with due consideration to wellbeing, health and safety.

- Conducting periodic evaluation to ensure that all parties to the employment relationship comply with and meet the requirements of health and occupational security and safety, in accordance with the provisions of the UAE Labor Law, its implementing regulation and the legislation in force in this regard.
- Provision of sufficient resources to achieve compliance with this policy.

Additionally, the Board will set annual, or longer, objectives and targets that will be regularly monitored and reviewed. The aim is to achieve standards of occupational health, safety and welfare which exceed those solely necessary to meet legal requirements.

Responsibility for the management of safety, health and wellbeing lies with all Directors and Managers. High standards in this area are deemed to be of equal importance with quality, production and the achievement of commercial targets.

This policy will be regularly reviewed to ensure that the management system is effective, consistently implemented and continually improved.

Data Protection in Health & Safety Management

Where health and safety management activities involve the collection or processing of personal data, particularly health-related information, Jodoa ensures that such activities are conducted in full compliance with applicable data protection laws, including the General Data Protection Regulation (EU) 2016/679 ("GDPR") where relevant. This includes:

- Processing health data only when necessary and with appropriate legal basis (e.g., legal obligation, vital interests, or explicit consent).
- Implementing strict access controls and confidentiality measures to protect sensitive data.
- Ensuring that health surveillance and fitness-for-work assessments are conducted with due regard to privacy and data minimization.
- Providing employees with transparency about how their data is used and their rights under applicable data protection laws.
- Ensuring that third-party providers involved in health-related services are contractually bound to GDPR-compliant standards.