Document Transmittal Form (DT)

Project Name:	**Harrow School-Abu Dhabi**	**Project No:**	**2419 / AD353**
Client:	**Taaleem Management LLC**	**Location:**	**Abu Dhabi**
Consultant:	**Al Suweidi Engineering Consultants LLC**	**Reference No:**	**AS-AD353-DT-072-R2**
Contractor:	**Al Hikma Building Contracting LLC**	**Date :**	**01-Nov-25**

Subject: **Project OSH Objectives & Targets Plan**

Detail of Clarification/ Information Required:

Type: (Tick Applicable**)**	☐ Technical Data	☐ Guarantee	☐ Certificate	☐ Test Result
	☐ Schedules/ Programmes	☐ Report	☐ Statutory Issues (NOC)	☒ Others
Attachment	☐ Samples	☐ Drawings	☐ Catalogue	☐ CD's
Purpose of Issue	☒ For information	☐ For further Action	☐ For Record	☒ For Review

Detail : Project OSH Objectives & Targets Plan

Issued By & Signature : (Project Manager) **Mr. Jiries Hani**	**Issued To :**	**Action Required By :**
Reference Document : (Attach if any relevant documents)	**Work Location : (**if applicable**)**	

Received By :		**Date :**	

Comments (if any) :

Note: This document provides information or clarification only. If the Contractor considers the provided information as change to the original Contract, then the Contractor has to obtain the required approval as established in the Condition of Contract.

Document Transmittal Form (DT)

Project Name:	**Harrow School-Abu Dhabi**	**Project No:**	**2419 / AD353**
Client:	**Taaleem Management LLC**	**Location:**	**Abu Dhabi**
Consultant:	**Al Suweidi Engineering Consultants LLC**	**Reference No:**	**AS-AD353-DT-072-R1**
Contractor:	**Al Hikma Building Contracting LLC**	**Date :**	**20-Oct-25**

Subject: **Project OSH Objectives & Targets Plan**

Detail of Clarification/ Information Required:

Type: (Tick Applicable**)**	☐ Technical Data	☐ Guarantee	☐ Certificate	☐ Test Result
	☐ Schedules/ Programmes	☐ Report	☐ Statutory Issues (NOC)	☒ Others
Attachment	☐ Samples	☐ Drawings	☐ Catalogue	☐ CD's
Purpose of Issue	☒ For information	☐ For further Action	☐ For Record	☒ For Review

Detail : Project OSH Objectives & Targets Plan

Issued By & Signature : (Project Manager) Mr. Jiries Hani	**Issued To :**	**Action Required By :**
Reference Document : (Attach if any relevant documents)	**Work Location : (**if applicable**)**	

Received By :		**Date :**	

Comments (if any) :

1. The contractor cannot define the roles and responsibilities of the client, consultant/PMC. Therefore, remove Section 6.2 entirely. Also, in Part 2, remove the roles and responsibilities of the client and consultant.
2. Ensure the emergency drills align with the drill schedule issued by Taaleem.

Eng. Ali
23/10/2025

Eng. Mohammad Al Kubba
23/10/2025

Note: This document provides information or clarification only. If the Contractor considers the provided information as change to the original Contract, then the Contractor has to obtain the required approval as established in the Condition of Contract.

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REVISE & RESUBMIT

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Project Name:	**Harrow School – Abu Dhabi**	**Project No:**	**HBC-D-353**
Client:	**Taaleem Management L.L.C**	**Location:**	**Saadiyat - AD**
Consultant:	**Al Suweidi Engineering Consultants LLC**	**Refer No:**	**HBC-HSE-03**
Main Contractor:	**Al Hikma Building Contracting LLC**	**Date:**	**01/11/2025**

Comments Compliance Sheets

S.No	Consultant Comment	Contractor Response
1	The contractor cannot define the roles and responsibilities of the client, consultant/PMC. Therefore, remove Section 6.2 entirely. Also, in Part 2, remove the roles and responsibilities of the client and consultant.	Noted. We removed Section 6.2 entirely, as the contractor cannot define the roles and responsibilities of the client or the consultant/PMC. We will also revise Part 2 accordingly by removing the roles and responsibilities of the client and the consultant.
2	Ensure the emergency drills align with the drill schedule issued by Taaleem.	Noted and confirm that all emergency drills are aligned with the drill schedule issued by Taaleem, and the required drills have already been conducted in accordance with the client's expectations.

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taaleem inspiring young minds	ALSUWEIDI السويدي للاستشارات الهندسية AL SUWEIDI ENGINEERING CONSULTANTS	HBC AL HIKMA BLDG. CONT. (L.L.C.)

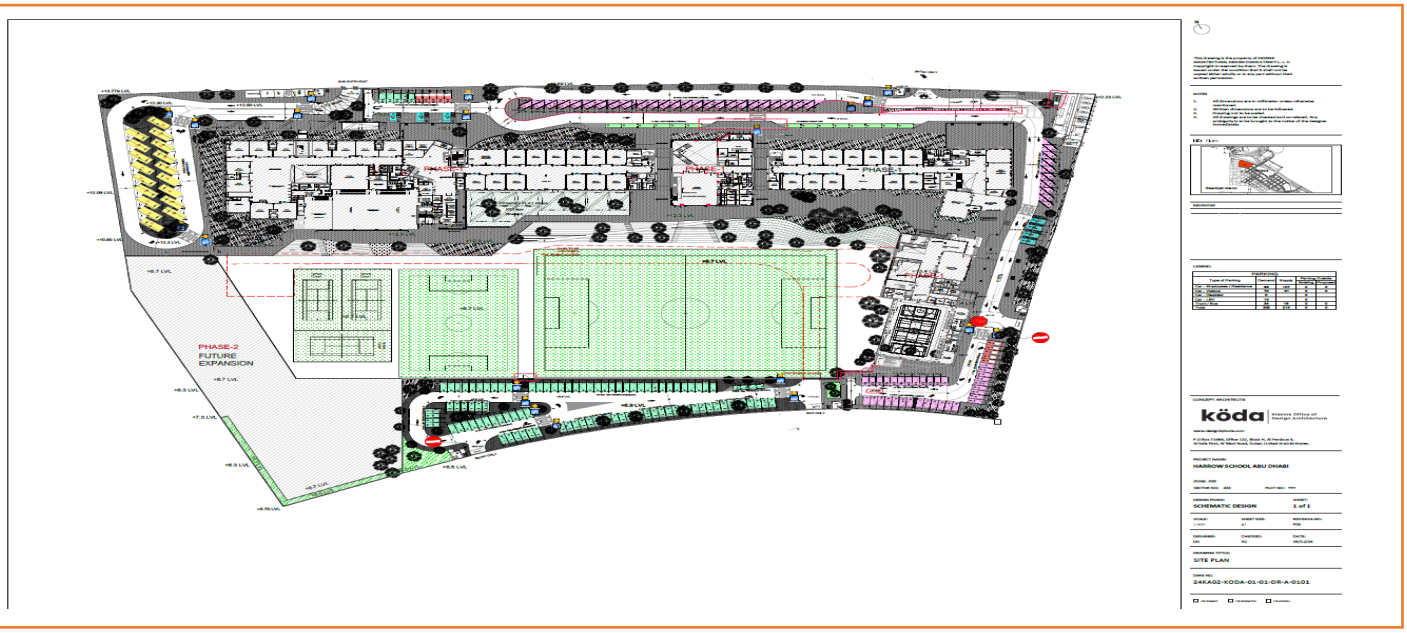
Project Name:	**Harrow School – Abu Dhabi**	**Project No:**	**HBC-D-353**
Client:	**Taaleem Management L.L.C**	**Location:**	**Saadiyat - AD**
Consultant:	**Al Suweidi Engineering Consultants LLC**	**Refer No:**	**HBC-HSE-02**
Main Contractor:	**Al Hikma Building Contracting LLC**	**Date:**	**17/10/2025**

Comments Compliance Sheets

S.No	Consultant Comment	Contractor Response
1	Apart from activity-specific targets and objectives, the plan should include project-specific targets, for example: • Achieving zero LTI, zero accidents, and zero illnesses. • Increasing near-miss reporting. • Increasing training hours. • Environmental targets and objectives.	Noted, we will include project-specific targets such as zero LTI, increased near-miss reporting, more training hours, and environmental objectives.
2	All targets should be measurable, with clear assignment of responsibility, and include realistic timelines. For example, indicate the expected achievement for each quarter (Q1, Q2, Q3, Q4)	Noted. All targets have been updated to include measurable indicators, assigned owners, and quarterly milestones for Q1–Q4.
3	Include a formal review of target and objective programs, specifying when the review will be conducted and by whom.	Noted. A formal review process for the targets and objectives program will be incorporated, specifying the review schedule and designated responsible personnel.
4	If any target or objective not achieved, what the action will be taken?	A section will be added to outline corrective actions and improvement plans to be implemented in cases where targets or objectives are not met.

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CLIENT	CONSULTANT	MAIN CONTRACTOR



OSH OBJECTIVES & TARGETS PLAN 2025

Project: Harrow School Abu Dhabi- Al Saadiyat Island

Project Description	**Construction Al Saadiyat Island**	Project Site No.	# 353
Project Name:	**Harrow School Abu Dhabi**	Date Prepared:	01-11-2025
Business Unit	**M/S Al Hikma Building Contructing L.L.C**	Review	As required
Consultant	**M/S Al Suweidi Engineering Consultant**	Revision	02
Clients Representative	**M/S Taaleem Management L.L.C**		

Prepared by:	Reviewed by:	Approved by:
Mr. Damodhar Zamuni	Mr.Jiries Hani Oweis	Consultant
HSE Engineer	Project Manager	
Sign:	Sign:	Sign:
Date: 01-November -2025	Date 01-November-2025	Date:

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1. Introduction

In line with HBC OSH Initiative for the year 2025, the OSH Objectives and Targets are developed involving all the project stakeholders (PMC/Consultant and Contractor). This document outlines the process for formulating Occupational Safety and Health (OSH) Smart Objectives and Targets (O&T) specific to the SAADIYAT ISLAND Project. It highlights the framework used to establish objectives, identifies key success factors, and defines the performance measurement methods required to ensure compliance and continuous improvement in OSH management.

The primary objective is to ensure the safety and well-being of the workforce and the workplace by setting proactive and measurable OSH objectives. These objectives align with HBC latest updated version, the Project OSH Plan, and other applicable requirements, ensuring consistency across all project operations.

Key Considerations

In line with HBC OSH latest updated version proactive OSH initiatives and with active engagement from all project stakeholders, 2025 have been developed to:

- Promote a strong safety culture within the project.
- Prevent workplace incidents through clearly defined and achievable objectives.
- Ensure compliance with HBC OSHMS standards and broader regulatory requirements.

Mandatory Implementation

The implementation and achievement of the OSH Smart Objectives and Targets are mandatory for the SAADIYAT ISLAND project. All project stakeholders are required to actively contribute to meeting these objectives, ensuring that OSH measures remain fully integrated into daily operations and aligned with HBC overarching safety goals.

By adopting this structured and collaborative approach, the project aims to drive continuous improvement, enhance safety performance, and establish a benchmark for OSH excellence.

2. Purpose

The primary objective of the HARROW SCHOOL SAADIYAT ISLAND project is to prevent injuries, illnesses, and property damage while striving for continuous improvement in health and safety performance. The ultimate goal is to achieve "Zero Injuries" by fostering a proactive safety culture. The use of defined targets, along with clearly assigned responsibilities, serves as a critical tool for tracking progress and achieving this overarching objective.

3. Scope

The objectives and targets for SAADIYAT ISLAND are fully aligned with the HBC Occupational Safety and Health Management System (OSHMS) and the agreed-upon framework established for this project. These objectives are designed to be implemented within the specified timeframe, ensuring measurable progress toward achieving the set goals.

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This philosophy of objectives and targets is applicable to all stakeholders involved in the **HARROW SCHOOL SAADIYAT ISLAND Project**. It emphasizes the importance of consistent and comprehensive implementation of defined safe systems of work to create and sustain a healthy and safe workplace for everyone.

4. Definitions

4.1 OSH Objective:

An OSH Objective refers to a structured program aimed at fostering a safe and healthy work environment. Its implementation is designed to protect coworkers, employers, customers, and others who may be impacted by the workplace environment. Additionally, it seeks to cultivate a positive safety culture among all employees, encouraging proactive engagement and shared accountability for health and safety outcomes.

4.2 OSH SMART Targets:

OSH SMART Targets are specific, measurable, achievable, relevant, and time-bound goals established to support the achievement of the defined objectives. These targets involve the development, implementation, and maintenance of structured programs that outline:

- Responsibilities and authorities at relevant functions and levels within the organization.
- Processes and timelines for achieving the objectives effectively and efficiently.

These targets ensure accountability and alignment across all levels of the project to drive continuous improvement in Occupational Safety and Health performance.

5. General requirements:

When developing OSH objectives and targets, it is crucial to ensure they align with and support HBC overarching Objectives and Targets. The approved objectives plan will be communicated to all employees involved in the project through structured meetings.
Employee feedback and ongoing engagement will be prioritized to foster a culture of collaboration and continuous improvement. This approach ensures that the project's objectives and targets are effectively achieved while addressing the needs and contributions of all stakeholders.

Below points shall be considered in selecting appropriate OSH objectives and targets:

- The OSH risk including past performance
- Commitments and values toward OSH
- OSH-Technological and feasible options
- Targets, roles, responsibilities and descriptions for carrying out OSH objectives shall be documented and Incorporated into the organization's management plans.
- Performance toward achieving and continued appropriateness of OSH objectives and targets must be reviewed and updated by Senior Leadersh

- OSH legal and other requirements
- Views of interested parties
- HBC Objectives and Targets

Objectives and Targets must adhere to the 'SMART' criteria, ensuring they are Specific, Measurable, Achievable, Relevant, and Time-bound. These OSH objectives and targets should be established as part of the organization's integrated planning process. The number and scope of objectives and targets will vary based on the aforementioned criteria to maintain focus and relevance. Overloading with numerous objectives can dilute focus and hinder effectiveness. Therefore, objectives and targets should generally be reviewed and updated no more than annually to maintain alignment with organizational priorities. This approach also facilitates improvements in areas outside the defined objectives and targets, as progress in one area often leads to positive outcomes in others.

- Accident at work/Occupational diseases
- Injury/illness causes
- Workplace Inspection
- Reporting & Respond Unsafe Act & Condition Immediately
- Injury/Incident Investigation
- Hazards/ Project Incident inventory Log
- OSH recommendations from the Joint Health & Safety Inspection/ Quarterly Safety Committee Meeting
- Audit results (Internal/External)
- Monthly/Quarterly OSH statistics reports
- Training program and matrix
- HBC/Authorities alert
- Safety Campaign reports
- First Aid & Fire Warden register
- Hazard Tracking Register
- Unsafe Act & Condition/ U See U Act Inventory Log

6. ROLES & RESPONSIBILITIES

6.1.1 Project Manager:

- Shall be responsible for ensuring the "OSH Objective and Targets Plan 2025" is established, fully implemented and shall monitor compliance throughout the year 2025.
- Shall establish and maintain a direct line of communication with the Project OSH Engineer.

- Shall ensure suitable arrangements are put into place to control to achieve set objectives and targets.
- Shall ensure adequate resources are made for the planning and implementation of the site specific “OSH Objectives and Targets Plan 2025”.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with Occupational Safety and Health (OSH) Engineer and Project Team to ensure they are based on significant issues, risks, and opportunities.

6.1.2 Construction Manager:

- Shall be accountable to the Project Manager and is responsible for the planning, and the implementation of the “OSH Objectives and targets plan”.
- Shall establish and maintain a direct line of communication with the OSH Engineer.
- Shall ensure all senior site staff are conversant with the relevant requirements of OSH objectives and targets plan, and all are assigned appropriate duties and responsibilities to assist in its effective implementation.
- Shall ensure prospective Contractors / Sub-contractors and suppliers are made aware of the set objectives and target requirements.
- Shall ensure suitable arrangements are put into place to control to achieve set objectives and targets.
- Shall ensure that adequate resources are effectively utilized for the planning and implementation of the site specific “OSH Objective and Target Plan 2025”.

6.1.3 Project Occupational Safety and Health (OSH) Engineer:

- Regularly review progress against established Occupational Safety and Health (OSH) objectives and targets as a standard agenda item at each meeting/workshop.
- Communicate progress against established Occupational Safety and Health (OSH) objectives and targets to all staff. Updates will be made available electronically, via Occupational Safety and Health (OSH) committee.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with project key stakeholders to ensure they are based on significant Occupational Safety and Health (OSH) issues, risks, and opportunities.
- Ensure the review and continual improvement of the procedures and guidelines specific to set Occupational Safety and Health (OSH) objectives and targets.
- Gather benchmarking of the performance against industries best practice.
- Gather and demonstrate the performance data to inform preventative controls and improvement initiatives to eliminate hazards and minimize risks.
- Occupational Safety and Health (OSH) objectives and targets (this includes leading and lagging performance indicators) are measurable, documented, communicated, monitored, and reviewed.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with project team to ensure they are in line with project scope of work and based on the significant OHS issues, risks, and opportunities and consistent with the goals and intent of the HBC OSH latest updated versions.

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6.1.4 Engineer / Supervisor:

- Ensure compliance, take part in regular review process and reporting of the Occupational Safety and Health (OSH) objectives and targets in areas of responsibility in accordance with this and other related procedures / guidelines.
- Communicate progress against established Occupational Safety and Health (OSH) objectives and targets, relevant to their area, to all ground staff.
- Work collaboratively with site management to reach the set goals.

6.1.5 All Personnel:

- Every person employed on the Project has a statutory duty to take reasonable care for the Health and Safety of themselves and others that may be affected by their actions or omissions at work.
- With regard to the statutory duties imposed on their employer, they must co-operate with their employer to enable him to comply with the relevant statutory provisions.
- Shall strictly follow occupational safety and health set standards and procedures for the project.
- Shall actively participate in all Occupational Safety and Health Training.
- No person shall intentionally or recklessly interfere with or misuse anything provided for Safety and Health or Welfare under the relevant statutory provisions.
- All employees shall wear the personal protective equipment and use the appropriate safety equipment issued to them.
- All employees shall report hazards, near misses, any accidents / incidents, damage to property or equipment, etc. to their immediate supervisor, irrespective of whether persons are injured or not.
- All personnel are encouraged to make suggestions to improve Occupational Safety and Health to their supervisor and the occupational Safety and Health Officer.
- All employees shall implement the STOP WORK NOTICE and remove themselves from work situations they believe could cause injury or illness and report directly to their Supervisor.

6.1.6 All Employees

- Follow and comply with all OSH policies, procedures, and guidelines established by the Contractor.
- Report any unsafe conditions, incidents, or near misses to the appropriate supervisor or OSH team member.
- Use personal protective equipment (PPE) as required and ensure its proper maintenance and usage.
- Cooperate with the Contractor and supervision consultant team in the implementation of OSH objectives and targets.
- Support a culture of safety by encouraging safe behaviors among colleagues and subcontractors.
- Assist in identifying hazards or risks on-site and propose corrective actions when necessary.
- Ensure compliance with site-specific OSH requirements during all work activities.

7. Review Cycle and Recovery Plan

Periodic reviews will be conducted with the involvement of all project stakeholders on a weekly, monthly, and quarterly basis. If any potential delays in achieving the set objectives or targets are identified during these review cycles, Al HIKMA BUILDING CONTUCTING in Align with the Consultant and PMC, will determine the root cause of the delay. Based on this analysis, a recovery plan will be developed, incorporating additional resources or adjustments as necessary to ensure the target is achieved within a revised timeframe. In the event that the set OSH objectives and targets become irrelevant due to changes in the project's scope, nature of work activities, or any unforeseen circumstances, the objectives and targets will be reassessed. A thorough review will be conducted by all involved project parties to determine whether the objectives and targets should be revised or replaced. If the practical outcomes at the site demonstrate that the existing objectives and targets are no longer logical, a revised or new set of objectives and targets will be proposed. This revised plan will be submitted for review and approval before implementation.

8. Legal and Other requirements.

Legal:

- United Arab Emirates Ministerial order 32/1982 (Protection of employees from Occupational hazards).
- Chapter five of "Federal law 8/1980" in regard to workers safety, protection of health and public care. UAE Occupational Health & Safety Management System (OHSMS) National Standard AE/SCNS/NCEMA 6000:2016.
- ADPHC Abu Dhabi Occupational Safety and Health System – Manuals, Elements, Mechanisms, Code of Practices, Standards and Guideline values, Technical Guidelines, Guidance Documents, and Standard Forms etc.
- UAE Fire and Life Safety Code of Practice 2018.
- Ministerial Decree No. 401 of 2015 (Concerning the Determination of Midday Working Hours).
- Ministerial Order No. 37-2 of 1982 (Regarding the level of medical attention the employer is obliged to provide to his workers).
- Cabinet decision No 13 of 2009 (General Standards for Labor Accommodations and Related Services).
- Ministerial Order (5/1) 1981. (Concerning operations that are dangerous, arduous or detrimental to health and for which it shall be unlawful to employ young person therein).
- Ministerial Decision (6/1) 1981 Article 1. (On defining work that is hazardous, tiresome, or harmful to health or morals, and where women should not be employed therein).
- Federal Decree Law No (27) Of 1981 Prevention of Communicable Diseases.
- Federal Decree Law No (33) Of 2021 Regulation of Employment Relationship (Labour law)
- ADPHC ADOSH-SF & ADM Requirements.
- HBC OSH latest updated version.
- Project Contractual Requirements.
- Project Specific OSH Plan

8.0		HBC–OSH Targets & Objectives Plan 2025			
S.No	Activities	Resources	Responsible Persons	Time of achievement	Evaluation & Monitoring
1	Objective: Leadership Engagement. Engage effectively in OSH site walks and meetings by demonstrating Management commitment and leadership involvement to enhance positive safety culture across the project. Targets: 100% attendance by senior management in the following program as per approved PMP, • Management Walk & Meeting- Monthly • Joint Weekly Inspection & meeting - Weekly. • OSH Committee Meeting- Quarterly. • OSH Audits- 100% compliance.	• HBC OSH MS latest updated version. • HBC approved monthly OSH Proactive Monitoring Program (PMP) ADPHC- Abu Dhabi Occupational Health Centre • Active participation towards OSH • Audits, site tour, training plan, and coordination between respective Departments.	HBC Senior management OSH Team	Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.	Evaluation and Measurement: • Monthly OSH Statistics Summary report (KPI) Monitoring Tools: • Approved PMP • HBC Quarterly OSH Audit • HBC OSH Fire Safety Audit twice of Year 2025 • Minutes of Meeting – Weekly & Monthly • OSH Committee Meeting - Quarterly basis • Attendance Sheet for Management walk
2	Objective: Accident Frequency Rate (AFR): Develop and implement proactive strategies to reduce the 'Lost Time Incident Frequency Rate' thereby ensuring that the overall HBC corporate target is below the stipulated LTI frequency rate of 0.35 in accordance with HBC Occupational Safety and Health Management System (OSHMS)	• ADPHC- Abu Dhabi Occupational Health Centre • ADM Safety Circular and Safety Alerts • HBC OSH MS latest updated version. • Project specific OSH Plan & relevant Procedures.	HBC project management OSH Team	Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with	Evaluation and Measurement • Monthly OSH Statistics Summary report (KPI) • Weekly M/s HBC OSH Statistic Report Monitoring Tools

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<table>
<tr>
<td></td>
<td>Target:
Maintain or reduce the LTIFR below 0.35 in line with HBC corporate OSH KPI.</td>
<td>• Approved MSRA
• OSH Alerts, Safety Campaign/ Seminars OSH Committee</td>
<td></td>
<td>appropriate recovery plan.</td>
<td>• Minutes of Meeting – (Statistics Agenda for KPI) - Weekly and Monthly
• OSH Trend analysis register.</td>
</tr>
<tr>
<td>3</td>
<td>Objective:
Audits:
Organize and conduct proactive audit programs as per approved monthly PMP and HBC OSH management system in order to identify any gaps in the system and implementation thereby devising strategies to eliminate any potential noncompliance and eventually avert any incident in a proactive manner.
Target:
The following audits shall be planned and conducted as per the approved PMP
<table>
<tr><th>Audits</th><th>Q1</th><th>Q2</th><th>Q3</th><th>Q4</th></tr>
<tr><td>Quarterly OSH Audit</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>Fire Safety Audit</td><td>1</td><td></td><td>1</td><td></td></tr>
<tr><td>Summer Welfare Arrangement Audit</td><td></td><td>1</td><td>1</td><td></td></tr>
<tr><td>Contractor Internal Audit</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
</table>
</td>
<td>• ADPHC- Abu Dhabi Occupational Health Centre
• HBC OSH MS latest updated version.
• HBC OSH Compliance Audit checklist
• Approved Project (PMP)
• Project specific OSH Plan and relevant Procedures.
• ADM Safety Circulars and Safety Alerts</td>
<td>HBC project management OSH Team</td>
<td>Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.</td>
<td>Evaluation and Measurement:
• Monthly OSH Statistics Summary report (KPI)

Monitoring Tools
• Opening and closing Meeting – Attendance.
• Sheet for audits.
• HBC Quarterly OSH Audit
• OSH Fire Safety Audit twice of Year
• Approved PMP Audit log/register</td>
</tr>
</table>

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<tr>
<td>4</td>
<td>
<u>Objective</u>:
<u>OSH Training and Competency;</u>
Maintain a sufficient number of First Aiders and Fire marshals in accordance with legal and ADOSH requirements.
Enhancing OSH knowledge for the employees (Safety campaigns on a specific task) based on campaign matrix schedule.
<u>Target</u>:
A. To set a benchmark of 1:50 certified First Aiders and 10% Fire Wardens for the total workforce at the site.
B. Conduct 2 OSH campaigns in each quarter.
C. To Conduct 1 internal awareness training for the staff in each quarter.
D. OSH Training – 1 hour per employee per month
<table>
<tr><th>Target</th><th>Q1</th><th>Q2</th><th>Q3</th><th>Q4</th></tr>
<tr><td>Fire Warden</td><td colspan="4">10%</td></tr>
<tr><td>First Aider</td><td colspan="4">1:50</td></tr>
<tr><td>OSH Campaigns</td><td>2</td><td>2</td><td>2</td><td>2</td></tr>
<tr><td>Internal Awareness training for the staff</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>OSH Training</td><td colspan="4">1 hour per employee per month</td></tr>
</table>
</td>
<td>
• ADPHC- Abu Dhabi
• Occupational Health
• Centre HBC OSH- MS
• latest updated version.
• Project specific OSH Plan
• Approved Internal and
• external training matrix.
Project approved campaign plan year of 2025.
UAE Fire & Life Safety Code of practices 2018
</td>
<td>HBC Project Management OSH Team</td>
<td>Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.</td>
<td>
<u>Evaluation and Measurement:</u>
• OSH Monthly Statistics Report.
• Monthly Internal & External Training Matrix
• Weekly M/s HBC OSH Statistic Report
<u>Monitoring Tools</u>
• First Aiders / Fire Marshal Inventory Log
• Weekly OSH MOM Record
• 3rd Party certificates
</td>
</tr>
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<table>
<tr>
<td>5</td>
<td>
Objective:
Emergency Response Drills:
Organize and conduct emergency Evacuation Preparedness and Awareness (Drills) in accordance with the statutory and HBC OSH MS requirement so as to improve employee awareness and reaction time during any actual emergency.
Target:
Conduct emergency drill as follows.
A. Fire Evacuation Drill (Internal) –Twice a year (Every 6 months)
B. Medical/Heat Stress Emergency drill (Internal) – 01 per Quarterly.
C. Work at height Rescue (Internal) (Cradle/MEWP Rescue, general work at height rescue)– 01 per Quarterly
D. Electrical Shock Emergency drill (Internal) – 01 per Quarterly
E. Confined space Rescue- Twice a year (Every 6 months)
<table>
<tr><th>Description</th><th>Q1</th><th>Q2</th><th>Q3</th><th>Q4</th></tr>
<tr><td>Fire Emergency/ Evacuation Drill</td><td></td><td>1</td><td></td><td>1</td></tr>
<tr><td>Medical/Heat Stress Emergency drill</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>Work at height Rescue (Internal) (Cradle/MEWP Rescue, general work at height rescue)</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>Electric Shock Emergency Drill</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>Confined space Rescue</td><td>0</td><td>1</td><td>0</td><td>1</td></tr>
</table>
</td>
<td>
• ADPHC- Abu Dhabi
• Occupational Health Centre
Abu Dhabi Civil Defense & HBC OSH-
• MS latest updated
• version.
HARROW SCHOOL SAADIYAT
ISLAND
Project specific OSH Plan.
Project specific Emergency preparedness plan year of 2025.
</td>
<td>HBC Project Management OSH Team</td>
<td>Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.</td>
<td>
Evaluation and Measurement:
• OSH Monthly Statistics Report.
• Monthly drill Tracking log against drill plan year of 2025
Monitoring Tools
• Emergency Drill Matrix Plan and reports.
• OSH Audit Reports
• Weekly M/s HBC OSH Statistic Report.
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6	Objective: On-spot rewarding for the good performers (Engineers, supervisors, workers) to improve the safety culture. Target: Each month 10 personnel's to be rewarded.	• Adequate resources and budget to effectively implement the monthly rewarding program. • HBC OSH- MS latest updated version. • Active participation from site management in the rewards and recognition programs. • Project-specific OSH construction management plan and associated procedures.	Contractor's PM/CM, Project OSH Engineer, Supervision Consultant's PM/RE, and OSH Representatives. PMC – PM & OSH Representative. Client – Project Leader and OSH Representative (both optional, based on the schedule).	Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.	Evaluation and Measurement: • Monthly OSH Statistics Summary report (KPI) Monitoring Tools • Verifying the contractor's records and evidence of the reward program implemented each month. • Weekly OSH Meeting • OSH Audit Report
7	Objective: Regular Occupational health surveillance program and Health surveillance test will be conducted in order to establish a database for our employees regarding the normal abilities, risk factor. And any current alterations in function and advise strategies to encourage continuation of healthy patterns and prevent potential ill health in order to comply with ADOSH and ADM requirements and project approved Health and Safety Plan. Target: • Internal - To set a benchmark of 100% conducting medical surveillance by DOH approved site nurse for all project staff/ workforce (main & Sub-contractors) prior deployment in the project • External – To set a benchmark of 100% conducting medical surveillance by the authorized medical center for all crane operators, chemical storekeepers, Welders, Plant and Equipment Operators, Bus drivers, Pick up drivers, etc.)	• ADOSH-SF Cop 5.0 Occupational Health Screening and Medical Surveillance V 4.1, 15 July 2024 • Ministerial resolution No. (32) For 1982 A.D. on determining prevention means and measures to protect workers from work hazards. • Project OSH Plan. • Project specific Emergency preparedness plan year of 2025.	HBC project Management OSH Team	Note: The review cycle assessment will be conducted in quarterly basis with all involved parties to ensure full compliance and indicate where improvements are required once deemed necessary with appropriate Recovery plan will be adhere.	Evaluation and Measurement: • OSH Monthly Statistics Report. Monitoring Tools • OSH Quarterly Audit Induction Log. • Health surveillance form.

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Part 2

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1.0 Purpose / Scope

In line with HBC OSH Initiative for the year 2025, the OSH Objectives and Targets are developed involving all the project stakeholders (PMC and Consultant). The purpose of this document is to identify the process used to develop Occupational Safety and health (OSH) Objectives and Targets (O&T). It also suggests the keys for achieving the set objectives and determines the method of performance measurement. This is essential to evaluate the level of achievement and compliance with the required health and safety standard, and to undertake appropriate improvement measures should lacking areas be identified during the review process.

In line with the proactive initiative and engagement from HBC OSH and the active involvement of all the project stakeholders, the OSH objectives, and targets for 2025 have been developed for continual improvement, to enhance the safety culture and eventually prevent any adverse incidents in the project.

The **Harrow School Saadiyat Island** OSH Objectives and Targets are consistent with HBC OSH Management System (MS) and the agreed O&T for the project Implement and achieve of the OSH O&T is mandatory in **Harrow School Saadiyat Island** the project – The **Harrow School Saadiyat Island** ensure it should be in line with HBC OSH MS and the project requirements.

2.0 Definitions

- S.M.A.R.T. - Specific, Measurable, Achievable, Realistic and Time based
- OSH - Occupational Safety and Health
- OSHMS - Occupational Safety and Health Management System
- SRA - Sector Regulatory Authority
- ADOSH-SF - Abu Dhabi Occupational Safety and Health System Framework
- ADPHC - Abu Dhabi Public Health Center https://www.adphc.gov.ae
- ADM - Abu Dhabi Municipality
- KPI - Key Performance Indicator
- LTIFR - Lost Time Injury Frequency Rates

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2.1 OSH Objective:

An OSH goal arises from a policy or standard that the organization / Project sets itself to achieve to enhance positive culture among all employees.

2.2 OSH Target:

A detailed performance requirement, competency, applicable to the organization or parts thereof, that arises from the OSH objectives and that needs to be set in order to achieve those objectives.

3.0 General requirements.

It is essential for the Harrow School Saadiyat Island Project team to develop a **Specific, Measurable, Achievable, Relevant, and Time-based SMART O&T**, which aligns with and supports HBC O&T. Approved objective action plan will be communicated with all employees via meetings and consider their feedback and their involvement as a top priority for improvement and achieve the project O&T.
During selecting the appropriate O&T, The Harrow School Saadiyat Island Project team is required to, at a minimum, consider the following:

- The OSH risks which occurred in previous projects or during last year in the same project.
- Commitments and values
- OSH Technological and feasible options
- Significant aspects analysis identified through the organization's Aspects and Impacts assessment.
- Targets, roles, responsibilities, and descriptions for carrying out OSH objectives shall be documented and incorporated into the organization's Management Plans
- Performance toward achieving and continued appropriateness of OSH O&T must be reviewed and updated by Senior Leadership
- OSH Legal and other requirements
- Views of interested parties.
- Aldar Objectives and Targets

O&T shall be SMART as reasonably practical. OSH O&T must be established and integrated into the organization's business planning process. The number of objectives and targets will vary depending on the above-listed criteria. Having too many objectives and targets can result in a loss of focus and therefore it is focused on no more than annually. This is to improve in areas outside of our defined objectives and targets; in fact, improvements in one area often result in improvements in other areas.

The following documentation will be reviewed when developing the Safety Trend/Evaluation Review:

- Accidents at work / Occupational diseases
- Injury/incident investigation
- Hazard/Near Miss Reports
- OSH recommendations from the Joint Health and Safety Committee/Inspections.
- Audit results (Internal/External)
- Monthly/Quarterly OSH statistics reports
- OSH Training program and matrix
- ADM / Authorities alerts
- Safety Campaign reports • First Aid register. Etc.

All stakeholders at the Harrow School Saadiyat Island project are committed to continual development and improvement of Occupational Safety, and Health, culture along with a vision of Accident-Free working environments and full compliance with UAE Legal Requirements as ADOSHSF, UAE Civil Defense, Abu Dhabi Municipality.

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4.0 Roles and Responsibilities

Project Director:

- Shall be responsible for ensuring the “OSH Objective and Targets Plan 2025” is established, fully implemented and shall monitor compliance throughout the year 2025.
- Shall establish and maintain a direct line of communication with the Project OSH Engineer.
- Shall ensure suitable arrangements are put into place to control to achieve set objectives and targets.
- Shall ensure adequate resources are made for the planning and implementation of the site specific “OSH Objectives and Targets Plan 2025”.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with Occupational Safety and Health (OSH) Manager and Project Team to ensure they are based on significant issues, risks, and opportunities.

Project Manager:

- Shall be accountable to the Project Manager and is responsible for the planning, and the implementation of the “OSH Objectives and targets plan”.
- Shall establish and maintain a direct line of communication with the OSH Manager.
- Shall ensure all senior site staff are conversant with the relevant requirements of OSH objectives and targets plan, and all are assigned appropriate duties and responsibilities to assist in its effective implementation.
- Shall ensure prospective Contractors / Sub-contractors and suppliers are made aware of the set objectives and target requirements.
- Shall ensure suitable arrangements are put into place to control to achieve set objectives and targets.
- Shall ensure that adequate resources are effectively utilized for the planning and implementation of the site specific “OSH Objective and Target Plan 2025”.

Project Occupational Safety and Health (OSH) Engineer:

- Regularly review progress against established Occupational Safety and Health (OSH) objectives and targets as a standard agenda item at each meeting/workshop.
- Communicate progress against established Occupational Safety and Health (OSH) objectives and targets to all staff. Updates will be made available electronically, via Occupational Safety and Health (OSH) committee.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with project key stakeholders to ensure they are based on significant Occupational Safety and Health (OSH) issues, risks, and opportunities.
- Ensure the review and continual improvement of the procedures and guidelines specific to set Occupational Safety and Health (OSH) objectives and targets.
- Gather benchmarking of the performance against industries best practice.
- Gather and demonstrate the performance data to inform preventative controls and improvement initiatives to eliminate hazards and minimize risks.
- Occupational Safety and Health (OSH) objectives and targets (this includes leading and lagging performance indicators) are measurable, documented, communicated, monitored, and reviewed.
- Regularly review and continuously improve Occupational Safety and Health (OSH) objectives and targets in consultation with project team to ensure they are in line with project scope of work and based on the significant OHS issues, risks, and opportunities and consistent with the goals and intent of the HBC OSH MS latest updated versions.

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Engineer / Supervisor:

- Ensure compliance, take part in regular review process and reporting of the Occupational Safety and Health (OSH) objectives and targets in areas of responsibility in accordance with this and other related procedures / guidelines.
- Communicate progress against established Occupational Safety and Health (OSH) objectives and targets, relevant to their area, to all ground staff.
- Work collaboratively with site management to reach the set goals.

All Personnel:

- Every person employed on the Project has a statutory duty to take reasonable care for the Health and Safety of themselves and others that may be affected by their actions or omissions at work.
- With regard to the statutory duties imposed on their employer, they must co-operate with their employer to enable him to comply with the relevant statutory provisions.
- Shall strictly follow occupational safety and health set standards and procedures for the project.
- Shall actively participate in all Occupational Safety and Health Training.
- No person shall intentionally or recklessly interfere with or misuse anything provided for Safety and Health or Welfare under the relevant statutory provisions.
- All employees shall wear the personal protective equipment and use the appropriate safety equipment issued to them.
- All employees shall report hazards, near misses, any accidents / incidents, damage to property or equipment, etc. to their immediate supervisor, irrespective of whether persons are injured or not.
- All personnel are encouraged to make suggestions to improve Occupational Safety and Health to their supervisor and the occupational Safety and Health Officer.
- All employees shall implement the STOP WORK NOTICE and remove themselves from work situations they believe could cause injury or illness and report directly to their Supervisor.

All Employees

- Follow and comply with all OSH policies, procedures, and guidelines established by the Contractor.
- Report any unsafe conditions, incidents, or near misses to the appropriate supervisor or OSH team member.
- Use personal protective equipment (PPE) as required and ensure its proper maintenance and usage.
- Cooperate with the Contractor and supervision consultant team in the implementation of OSH objectives and targets.
- Support a culture of safety by encouraging safe behaviors among colleagues and subcontractors.
- Assist in identifying hazards or risks on-site and propose corrective actions when necessary.
- Ensure compliance with site-specific OSH requirements during all work activities.

4.0 Legal Documents and Key References

- Federal Decree Law No. 33 of 2021.
- UAE fire and life safety code of practice 2018.
- Federal Law No.8-year 1980" – Regulation of Labor Relations & its amendments replaced with Federal Decree-Law No. (33) of 2021
- Local Order No. 32 Year 1982
- Local Order No. 61 Year 1991
- Ministerial Resolution No. 410 of 2006.
- HBC OSH MS latest updated version.
- ISO 45001 2018–Occupational Health & Safety Management System Specification.
- Abu Dhabi Occupational Safety and Health System Framework ADOSH SF Version 4.1
- Abu Dhabi Occupational Safety and Health System Framework Elements 1-9 Version 3.1 Mar 2017
- AD OSHMS RF Building and Construction Section OSHMS Requirement (Department of Municipal Affairs) version 2 May 2012
- Federal Law No (27) of 1981 concerning the prevention of communicable disease.
- Law No (21) of 2005 for Waste Management in the Emirate of Abu Dhabi
- The Electricity Wiring Regulations 2020

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- Ministerial Order No (32) year1982, the Determination of Preventive Methods and Measures for the Protection of Workers from risks of Work.
- Ministerial Order No 37/2 year1982, medical care for workers.
- Ministerial Order No 49/1 year1980 periods for rest, eating and prayer.
- Ministerial Order No 5/1 year1981, Unlawful operation for young workers.
- Ministerial Order No 6/1 year1981, Unlawful operation for young women.
- Ministerial Order No 27/1 year1981, Working at remote region.
- Ministerial Order No 28/1 year1981, Disciplinary code.
- Ministerial Order No 45/1 year1980, Dispersal of fine from workers.
- Traffic Control Device Manual Abu Dhabi Municipality Road Department…etc.
- Estidama PCRS 1 Pearl
- EAD Guidelines
- Contract documents.
- ADM Circular -Circular No. 01/2023-Safe Use of Gas Cylinders in Construction sites
- ADM Circular - Noise levels in construction sites
- ADM Circular – Circular No 03/22 Safety Requirements for tower crane.
- ADM Circular No.05/2022 Safety requirements for soil test works
- ADM Circular No. 04/2022 Fire preventive measures in construction site
- ADM Circular No (03/2021) Waste Disposal & Burning Prevention
- ADM Circular No.001/2020 for Safety Requirements at Demolition Sites
- ADM Circular No. 002/2020 for Dewatering Requirements at Construction Sites
- ADM Circular No. 001/2019 Construction Sites Housekeeping
- ADM Circular No.002/2019 for Safe Working At Heights
- ADM Circular No. 004/2019 for Sewage Water Septic Tanks in Sites
- ADM Circular No.005/2019 for Safety Requirements in the Construction Sites
- ADM Circular No.006/2019 for Heavy Equipment & Machinery Movements

5.0 Review Cycle and Recovery Plan

Periodic review will be carried out involving all the project stakeholders on a weekly, monthly, and quarterly basis, and should there be a potential delay observed in achieving any of the set targets during the review cycle, HBC along with the Consultant and PMC shall identify the root cause for not achieving the set objective /target and will accordingly develop a recovery plan assembling extended resources as deemed to be necessary for achieving the target.

In the event of set OSH objectives and targets become irrelevant due to the changes in the scope and nature of work activities as well as for any unforeseen reason, based on the review by all the project involved parties the OSH O & T shall be either revised or replaced, if there is a clear demonstration that it is not logical based on the practical results at site which shall be submitted for review and approval.

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Sl No	Objectives & Targets	Resources	Responsible Person	Time for Achievement	Evaluation and Monitoring during 2025 (Monthly/Quarterly)
1	**Objective:** **Leadership Engagement** Engage effectively in OSH site walks and meetings by demonstrating Management commitment and leadership involvement to enhance positive safety culture across the project. **Targets:** 100% attendance by senior management in the following program as per approved PMP, • Management Walk & Meeting- Monthly • Joint Weekly Inspection & meeting - Weekly • OSH Committee Meeting- Quarterly • OSH Audits- 100% compliance	1) ADOSH SF 2) HBC OSH- MS latest updated version. 3) HBC -approved monthly OSH Proactive Monitoring Program (PMP) 4) Engineer and Contractor - OSH Plans	HBC Senior management OSH Team	31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance.	**Evaluation and Measurement** OSH Monthly Statistics Report **Monitoring Tools** Approved PMP Minutes of Meeting – Weekly and Monthly Attendance Sheet for walk and inspection.
2	**Objective:** Develop and implement proactive strategies to reduce the 'Lost Time Incident Frequency Rate' thereby ensuring that the overall HBC corporate target is below the stipulated LTI frequency rate of 0.35 in accordance with HBC OSH MS latest updated version. **Target:** Maintain or reduce the LTIFR below 0.35 in line with ALDAR corporate OSH KPI.	1) ADOSH -SF 2) HBC OSH- MS latest updated version. 3) Project-specific OSH construction management Plan and relevant Procedures. Approved MSRA OSH Alerts, safety campaigns/ seminars OSH Committee meetings	HBC Senior management OSH Team	31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance.	**Evaluation and Measurement** OSH Monthly Statistics Report **Monitoring Tools** Minutes of Meeting – (Statistics Agenda for KPI) - Weekly and Monthly OSH Trend analysis register.

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Objective:

Organize and conduct proactive audit programs as per approved monthly PMP and HBC OSH management system in order to identify any gaps in the system and implementation thereby devising strategies to eliminate any potential non-compliance and eventually avert any incident in a proactive manner.

Target: The following audits shall be planned and conducted as per the approved PMP

<table>
<tr><th>AUDIT</th><th>Q 1</th><th>Q 2</th><th>Q3</th><th>Q4</th></tr>
<tr><td>OSH Audit</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td>Fire Audit</td><td>1</td><td></td><td>1</td><td></td></tr>
<tr><td>Summer and Welfare Audit</td><td></td><td>1</td><td>1</td><td></td></tr>
<tr><td>Contractor Internal Audit</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
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<td>
1) ADOSH-SF
2) HBC OSH- MS latest updated version.
3) HBC Audit checklist
4) Approved PMP
5) Project-specific OSH construction management Plan and relevant Procedures.
6) Contractor Audit report
</td>
<td>HBC Senior management OSH Team</td>
<td>31.12.2025

Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance.</td>
<td>
Evaluation and Measurement

OSH Monthly Statistics Report

Monitoring Tools

Opening and closing Meeting
- Attendance Sheet for audits.
Audit Reports
Approved PMP
Audit log/register
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4	**Objective:** **<u>OSH Training and Competency</u>** Maintain a sufficient number of First Aiders and Fire marshals in accordance with legal and ADM requirements. Enhancing OSH knowledge for the employees (Safety campaigns on a specific task) based on campaign matrix schedule. **Target:** A.To set a benchmark of 1:50 certified First Aiders and 10% Fire Wardens for the total workforce at the site. B.Conduct 2 OSH campaigns in each quarter. C. To Conduct 1 internal awareness training for the staff in each quarter. D. OSH Training – 1 hour per employee per month	1) ADOSH-SF 2) HBC OSH- MS latest updated version. 3) Project-specific OSH construction management Plan and relevant Procedures. 4) Approved Internal and external training matrix. 5) Internal Training attendance record		31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance.	**Evaluation and Measurement** OSH Monthly Statistics Report **Monitoring Tools** First aiders / Fire Marshal Log Weekly OSH MOM 3rd party certificates Campaign Reports

Target	**Q 1**	**Q2**	**Q3**	**Q 4**
Fire warden	10%			
First Aider	1:50			
OSH campaigns	2	2	2	2
Internal Awareness training for the staff	1	1	1	1
OSH Training	1 hour per employee per month			

HBC Senior management
OSH Team

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5	**Objective:** Organize and conduct emergency Evacuation Preparedness and Awareness (Drills) in accordance with the statutory and HBC OSH MS requirement so as to improve employee awareness and reaction time during any actual emergency. **Target:** Conduct emergency drill as follows. E.Fire Evacuation Drill (Internal) –Twice a year (Every 6 months) F.Medical/Heat Stress Emergency drill (Internal) – 01 per Quarterly. G. Work at height Rescue (Internal) (Cradle/MEWP Rescue, general work at height rescue)– 01 per Quarterly H. Electrical Shock Emergency drill (Internal) – 01 per Quarterly I. Confined space Rescue- Twice a year (Every 6 months)	1) ADOSH-SF 2) Abu Dhabi Civil Defense 3) HBC OSH- MS latest updated version. 4) Project-specific OSH construction management Plan and relevant Procedures. 5) Project-specific Emergency Preparedness plan	HBC Senior management OSH Team	31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance	**Evaluation and Measurement** OSH Monthly Statistics Report **Monitoring Tools** Emergency Drill reports OSH Audit Reports

Emergency Drill	Q1	Q2	Q3	Q4
Fire Evacuation Drill		1		1
Medical/Heat Stress Emergency drill	1	1	1	1
Work at height Rescue (Internal) (Cradle/MEWP Rescue, general work at height rescue)	1	1	1	1
Electrical Shock Emergency drill	1	1	1	1
Confined space Rescue	0	1	0	1

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6	**Objective:** On-spot rewarding for the good performers (Engineers, supervisors, workers) to improve the safety culture. **Target:** Each month 10 personnel's to be rewarded.	1) Adequate resources and budget for carrying out the monthly rewarding program. 2) HBC OSH MS latest updated version. 3) Active participation of Site management in rewards & recognition Programs 4) Project-specific OSH construction management Plan and relevant Procedures.	Project Managers OSH Engineer, Supervision Consultant's PM/RE, and OSH Representatives. PMC – PM & OSH Representative. Client – Project Leader and OSH Representative (both optional, based on the schedule).	31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance	**Evaluation and Measurement** OSH Monthly Statistical report **Monitoring Tools** Verifying Contractor's records and evidence of reward program conducted each month. Weekly OSH Meeting OSH Audit Report
7	**Objective:** Regular Occupational health surveillance program and Health surveillance test will be conducted in order to establish a database for our employees regarding the normal abilities, risk factor. And any current alterations in function and advise strategies to encourage continuation of healthy patterns and prevent potential ill health in order to comply with ADOSH and ADM requirements and project approved Health and Safety Plan. **Target:** **Internal -** To set a benchmark of 100% conducting medical surveillance by DOH approved site nurse for all project staff/ workforce (main & Sub-contractors) before deployment in the project. **External –** To set a benchmark of 100% conducting medical surveillance by the authorized medical center for all crane operators, chemical storekeepers, Welders, Plant and Equipment Operators, Bus drivers, Pick up drivers, etc.)	1) Adherence to ADOSH-SF 2) HBC OHSMS MS latest updated version. 3) Internal OSH Policy and Procedures, 4) Comply with ADOSH COP 5.0 and RA	HBC Senior management OSH Team	31.12.2025 Review cycle assessment will be conducted on a quarterly basis with all involved parties to ensure full compliance	**Evaluation and Measurement** OSH Monthly Statistical report **Monitoring Tools** OSH quarterly Audit Induction Log Health surveillance form

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