DADAAB ROYAL COMPANY
INVESTMENT LIMITED

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HEALTH AND SAFETY POLICY

1. Policy Statement

Dadaab Royal Company is committed to providing a safe and healthy working environment for all employees, construction workers, contractors and stakeholders across all its active sites and offices. Dadaab Royal Company recognizes that effective health and safety management is integral to operational excellence and sustainable service delivery.

The company shall take all reasonably practicable measures to prevent accidents, injuries, occupational illnesses and environmental harm.

2. Purpose

This policy aims to:

- Promote a culture of safety and health across all DADAAB ROYAL COMPANY operations
- Prevent workplace injuries, incidents, and occupational diseases
- Ensure compliance with applicable laws and aviation safety standards
- Establish a framework for continuous improvement in health and safety performance

3. Scope

This policy applies to:

- All Dadaab Royal Company employees and Board Members
- Contractors, consultants, and service providers
- Passengers and visitors within Dadaab Royal Company-managed offices
- All operational areas including airside, landside, offices, and construction sites

4. Legal and Regulatory Framework

Dadaab Royal Company shall comply with all relevant national and international standards, including:

- Occupational Safety and Health Act (OSHA), 2007 (Kenya)
- Work Injury Benefits Act (WIBA), 2007

- International Civil safety requirements
- Any other applicable health, safety and environmental regulations

5. Policy Objectives

- Achieve zero harm to people and property
- Identify, assess and control workplace hazards
- Strengthen emergency preparedness and response
- Promote employee wellbeing and occupational health
- Ensure continuous monitoring and improvement of safety performance

6. Roles and Responsibilities

6.1 Board of Directors

- Provide oversight and strategic direction on health and safety
- Approve policies and ensure adequate resources are allocated

6.2 Management

- Implement health and safety systems and procedures
- Ensure compliance with legal and regulatory requirements
- Provide training and resources for safe operations

6.3 Employees

- Comply with all safety procedures and guidelines
- Use personal protective equipment (PPE) appropriately
- Report hazards, incidents, and unsafe conditions

6.4 Contractors and Visitors

- Adhere to Dadaab Royal Company safety standards and procedures
- Ensure safe conduct within Dadaab Royal Company premises

7. Hazard Identification and Risk Management

- Conduct regular risk assessments across all operational areas
- Implement mitigation measures based on risk levels
- Maintain a hazard reporting and tracking system
- Apply the hierarchy of controls to manage risks

8. Training and Awareness

- Provide regular safety training and induction programs
- Conduct drills and simulations (e.g., fire, aircraft incidents)
- Promote safety awareness campaigns and communication

9. Emergency Preparedness and Response

- Maintain emergency response plans for all airports
- Establish coordination with emergency services and authorities

- Conduct periodic emergency drills and reviews
- Ensure availability of emergency equipment and trained personnel

10. Incident Reporting and Investigation

- All incidents and near misses shall be reported promptly
- Investigations shall be conducted to identify root causes
- Corrective and preventive actions shall be implemented
- Lessons learned shall be communicated across the organization

11. Occupational Health and Wellbeing

- Promote physical and mental wellbeing of employees
- Provide medical surveillance where required
- Manage occupational hazards such as noise, fumes, and fatigue

12. Monitoring, Evaluation and Continuous Improvement

1. Establish safety performance indicators (KPIs)
2. Conduct regular audits and inspections
3. Review safety performance periodically
4. Implement continuous improvement initiatives

13. Communication and Stakeholder Engagement

- Ensure open communication on safety matters
- Engage employees, unions, and stakeholders
- Provide accessible reporting channels for safety concerns

14. Enforcement and Compliance

- Non-compliance with this policy may result in disciplinary action
- Contractors failing to meet safety standards may face termination of contracts

15. Policy Review

This policy shall be reviewed every three (3) years or as required by changes in legislation, operations, or risk profile.

16. Approval

This Health and Safety Policy is approved by the Board of Directors of Dadaab Royal Company and is effective from the date of adoption. Dadaab Royal Company is committed to embedding a proactive safety culture that protects lives, enhances operational efficiency and supports sustainable supplies and construction services.