



# HEALTH & SAFETY POLICY

## UPS UAE

*"We Stress Safety Throughout Our Operation"*

The safety of our people, the general public and the environment in which we operate is of primary importance to everyone at UPS.

We train our people to avoid injury to themselves and to others in all phases of their work and to operate motor vehicles, facilities, and other equipment with consideration for the safety of themselves, colleagues, partners, members of the general public, customers and the equipment they use.

We encourage participation by all our people in safety awareness activities.

We are all committed to fostering the most effective safe practices in all our work.

We will proactively identify, manage, and mitigate Occupational Health and Safety (OHS) risks arising from our operational activities.

We shall regularly set, monitor, and review OHS targets and objectives as per local government regulations.

Locally, we expect our management teams to play a leading and active role in the development and ongoing success of our health and safety programmes for continuous improvement.

This could be challenging, but when we are growing and changing rapidly as an organization, greater emphasis is placed upon local management to implement the safety plans.

Local management is being supported by the establishment of health and safety functions who will help to develop and manage ongoing POSITIVE safety programmes and committees. As the leader of local safety management programmes, in our various operating units, poor attitudes and performance will not be accepted from Management especially because of our liability to legal action by the country statutory requirements.

We hold everyone accountable in meeting our own UPS high safety standards and therefore contributing to a successful and safe operation. The health and safety organisation, programmes and administrative arrangements are being reviewed all the time, but as Managers responsible for PEOPLE and our BUSINESS in the various communities and environments we must take the initiative and aim for QUALITY SAFETY PERFORMANCE - leading to:

**NO ACCIDENTS, NO INJURIES**

Thanks for your support.

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**Abbas Panju**  
UAE – Country Manager  
August 04, 2020



## STATEMENT OF INTENT

In accordance with good management practice it is a prime objective of UPS to achieve and sustain the highest standards of Occupational Health and Safety (OHS) where reasonably practicable. This means at a very minimum, to conform to the requirements of local legislation as it pertains to OHS.

### GENERAL POLICY

It is UPS's policy to do all that is reasonably practicable to prevent injury and damage to property and to protect everyone from foreseeable work hazards.

**In particular, the company has a responsibility to:**

- Provide and maintain safe and healthy working conditions, taking account of statutory requirements;
- Provide training and instruction, where necessary, to enable employees to perform their work safely and effectively;
- Make available all necessary OHS resources such as safety devices, protective equipment, and supervise their use;
- Provide human resources to which OHS roles and responsibilities will be assigned;
- Maintain a constant and continuing interest in health and safety matters pertinent to the Company's activities;
- Keep this Safety Statement and other safety documents under review.

Employees are reminded that they have a legal duty to take reasonable care for the health, safety and welfare of themselves and of other persons who may be affected by their acts or omissions at work. There is also a specific duty to report to your supervisor/manager any defects in plant, equipment or system of work which might endanger safety, health and welfare.

A handwritten signature in blue ink, appearing to be 'Abbas Panju', written over a horizontal line.

**Abbas Panju**  
UAE – Country Manager  
August 04, 2020