

A robust foundation for health and safety^{19 20}

Prioritizing 100% HSE as a core value

at ADNOC Distribution, the health, safety and well-being of our employees, contractors, customers, and communities remain our utmost priority. We are committed to fostering a culture of excellence in health, safety, and environment (HSE), ensuring that every individual within our operations is protected, empowered, and equipped with the necessary resources to perform their tasks safely. We pursue quality of life and productivity by escalating and defending our people's physical and mental health and overall well-being.

We have adopted ADNOC's HSE Management System (HSEMS) which has a strategic goal and commitment to navigate our programs, practices, and a working culture that promotes safety at each organization's level. ADNOC HSEMS comprises 78 HSE Standards composing HSE governance, Occupational Health, Environment, Operational Safety, Risk Management, Crisis Management, and Emergency Response.

A robust HSE framework

ADNOC Distribution has ISO 9001:2015 (quality management systems). Our HSEMS aligns with globally recognized standards and regulations, including ISO 45001:2018 for occupational health and safety (OHS) and ISO 14001:2015 on environmental management system (EMS). These certifications reflect our commitment to maintaining the highest standards of workplace safety and environmental stewardship.

Compliance with these standards is being verified by the internal Audit and Assurance function periodically. Through regular audits, site inspections, and leadership engagements, we ensure that HSE policies are effectively implemented and continuously enhanced.

ADNOC Distribution is ISO 45001:2018 - Occupational Health and Safety Management (OHSM) and ISO 14001:2015 - Environmental Management System (EMS) certified.

A skilled team of investigators review all the recordable injuries. Root causes are identified, and recommendations are devised to avoid recurrence. To strengthen the incident investigators team, specialized training sessions are arranged.

Annual environmental & occupational health monitoring is in place at our depots and terminals as part of the Company's environmental due diligence strategy.

¹⁹ADX ESG Guide: S7 Injury Rate

²⁰ADX ESG Guide: S8 Global Health and Safety