



The National Agricultural Development Company

Health, Safety & Security Position Statement

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Applicability	Company-wide (Applicable to all NADEC departments and employees).
Owner	Chief Governance Officer (CGO)
Approver	Chief Executive Officer (CEO)



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1. Applicability and Scope

This Health, Safety & Security Position Statement applies to the National Agricultural Development Company ("NADEC") and its subsidiaries. It covers all operations, facilities, activities, employees, contractors, suppliers, visitors, and third parties working on behalf of NADEC or accessing NADEC premises. The Statement applies across farming operations, manufacturing facilities, warehouses, distribution centers, offices, transportation and logistics activities, and all supporting business functions.

This Statement supports NADEC's commitment to protecting people, assets, operations, and reputation while ensuring compliance with applicable legal, regulatory, and international standards, including ISO 45001 & ISO 14001 and relevant security and emergency management requirements.

2. Statement of Commitment

NADEC is committed to providing a safe, healthy, and secure working environment for all employees, contractors, visitors, and stakeholders.

We recognize that effective management of health, safety, and security risks is fundamental to operational excellence, business continuity, and sustainable growth. We are committed to preventing work-related injuries, occupational illnesses, security incidents, and asset losses through proactive leadership, risk management, employee engagement, and continuous improvement.

Our commitment focuses on:

- Protecting the health and wellbeing of employees and contractors.
- Preventing injuries, illnesses, and unsafe conditions.
- Maintaining secure workplaces and protecting company assets.
- Strengthening emergency preparedness and response capabilities.
- Ensuring compliance with applicable legal and regulatory requirements.
- Promoting a positive health, safety, and security culture.
- Investing in competency development and awareness.
- Driving continual improvement in health, safety, and security performance.

Accountability for health, safety, and security performance is embedded throughout all levels of the organization.

3. Our Position

NADEC considers health, safety, and security a shared responsibility that is integrated into all business activities. Our commitments are organized around the following eight strategic pillars:

A. Occupational Health and Wellbeing

We are committed to protecting physical and mental wellbeing through occupational health programs, medical surveillance, wellness initiatives, and proactive management of workplace health risks.

B. Hazard Identification and Risk Management

We systematically identify hazards, assess risks, and implement effective controls using a risk-based approach to prevent injuries, illnesses, and operational disruptions.

C. Safe Operations and High-Risk Activity Control

We maintain safe systems of work and permit-to-work processes to ensure that hazardous activities are properly planned, authorized, monitored, and executed.

D. Incident Prevention and Learning



We promote timely reporting, investigation, and analysis of incidents, near misses, and unsafe conditions to identify root causes, share lessons learned, and prevent recurrence.

E. Emergency Preparedness and Resilience

We maintain effective emergency preparedness, fire safety, crisis response, and business continuity arrangements to protect people, assets, and operations.

F. Security and Asset Protection

We implement appropriate physical security, access control, and asset protection measures to safeguard personnel, facilities, information, and company resources.

G. Competence and Safety Culture

We foster a strong culture of health, safety, and security through leadership commitment, consultation, awareness programs, training, and competency development.

H. Compliance and Continuous Improvement

We monitor performance, conduct audits and reviews, implement corrective actions, and continually improve our Health, Safety & Security Management System to achieve higher standards and operational excellence.

4. Governance and Accountability

NADEC's Health, Safety & Security performance is governed through a structured management framework that establishes clear responsibilities across the organization:

- **Board of Directors:** Provides oversight of health, safety, and security performance and strategic direction.
- **Executive Management:** Ensures implementation of objectives, allocation of resources, and accountability for results.
- **Health, Safety & Security Department:** Leads the Health, Safety & Security Management System and monitors performance, compliance, training, and improvement initiatives.
- **Department Leaders and Managers:** Implement health, safety, and security requirements within their respective operations and ensure compliance by employees and contractors.
- **Employees and Contractors:** Follow established requirements, actively report hazards and incidents, and contribute to a safe, healthy, and secure workplace.
- **Risk, Compliance, Legal, and Supporting Functions:** Support regulatory compliance, risk management, governance, and continual improvement activities.

5. Reporting

NADEC maintains reporting processes that enable timely identification, escalation, investigation, and management of health, safety, and security risks and performance indicators.

Reporting systems support:

- Incident and near-miss reporting.
- Health, safety, and security performance monitoring.
- Regulatory reporting requirements.
- Management review and decision-making.
- Continuous improvement initiatives.

Performance information is regularly reviewed to identify trends, opportunities, and areas requiring corrective action.



6. Training And Capacity Building

NADEC recognizes that competence and awareness are essential for successful implementation of this Position Statement.

Employees, contractors, and relevant stakeholders receive appropriate health, safety, and security training, awareness programs, and role-specific competency development to enable them to perform their responsibilities safely and effectively.

Training programs are periodically reviewed to ensure alignment with operational risks, regulatory requirements, and business objectives.

7. Review and Continuous Improvement

This Position Statement is approved by Senior Management and is reviewed every three years, or sooner where required by significant organizational, operational, or regulatory changes.

NADEC is committed to continual improvement through:

- Performance monitoring and KPI reviews.
- Audits and inspections.
- Incident investigations.
- Risk assessments.
- Management reviews.
- Corrective and preventive actions.

Lessons learned are incorporated into policies, procedures, and operational practices to enhance overall Health, Safety & Security performance.

8. Disclaimer

This Position Statement is provided for informational purposes and communicates NADEC's Health, Safety & Security commitments and priorities. It does not create contractual or legal obligations and may be updated to reflect changes in business requirements, legal obligations, or organizational priorities.