



At W3 Solutionz FZE, we are committed to providing a safe, healthy, and secure working environment for all personnel involved in our activities. We recognize that the well-being of our employees, auditors, subcontractors, and visitors is fundamental to the success, sustainability, and integrity of our organization.

Our approach to occupational health and safety is based on proactively identifying workplace hazards, assessing associated risks, and implementing effective control measures to prevent work-related injuries and ill health. We strive to ensure that all activities, whether conducted within our offices or at client locations, are performed in a safe and responsible manner.

W3 Solutionz FZE is committed to complying with all applicable legal and regulatory requirements related to occupational health and safety, as well as internal policies and operational guidelines. We continuously monitor our working environment and practices to ensure that they remain safe, controlled, and aligned with current requirements.

We place strong emphasis on awareness, competence, and accountability. All personnel are provided with appropriate training, guidance, and resources to carry out their responsibilities safely. We actively promote a culture where individuals take ownership of their health and safety, and where potential risks, unsafe conditions, and incidents are reported without hesitation.

Consultation and participation are key elements of our safety culture. We encourage open communication across all levels of the organization, ensuring that employees and associated personnel are involved in identifying risks and contributing to the improvement of health and safety practices.

W3 Solutionz FZE is committed to the continual improvement of its occupational health and safety practices. This is achieved through regular monitoring, internal reviews, performance evaluation, and the implementation of corrective actions where necessary.

We strive to maintain a working environment in which all employees, subcontractors, and visitors feel safe and protected. Risks from travel, client site work, and remote conditions are managed with suitable precautions.

Top Management demonstrates leadership and commitment by ensuring that adequate resources are available, responsibilities are clearly defined, and safety considerations are integrated into all operational activities. This Occupational Health and Safety Policy is communicated to all persons working under the control of W3 Solutionz FZE and is made available to relevant interested parties. It is reviewed periodically to ensure its continued relevance, effectiveness, and alignment with organizational objectives and legal requirements.

**Approved By:**  
Director General  
W3 Solutionz FZE