

HEALTH & SAFETY POLICY

DAMAC DIGITAL is committed to protecting the health and safety of everyone connected to our projects and operations – our people, our contractors, and the communities in which we work. We accept that we will not always get everything right, but we commit to learning, improving, and holding ourselves to the same standards we set for others. This policy is aligned to ISO 45001:2018 and governed through our Integrated Management System. It applies to all **DAMAC DIGITAL** projects and operations within the scope of the management system. Environmental commitments are set out in the separate **DAMAC Digital Environmental Policy**.

As a Health & Safety conscious organization **DAMAC DIGITAL** shall

- Provide safe and healthy working conditions for the prevention of work-related injury and ill health across our data centre construction and operational portfolio, and work continuously to improve them.
- Identify and control health and safety risks at every stage of the project lifecycle including the specific hazards of data centre work such as electrical and stored energy, battery rooms, work at height, lifting, heat stress and gaseous fire suppression, giving priority to eliminating hazards before relying on controls or protective equipment.
- Meet all applicable health and safety legal requirements and other requirements to which we subscribe (including customer, contractual and DAMAC Group requirements) in every country in which we operate, and work towards exceeding them where practicable.
- Set measurable health and safety objectives, track our performance honestly against leading and lagging indicators, and use what we learn to continually improve our health and safety performance and our OH&S management system.
- Ensure the consultation and participation of workers and, where they exist, workers' representatives (such as site safety committees, operation meeting), and consult contractors and other stakeholders on matters affecting their health and safety, and take their input seriously.
- Ensure our people are competent for the work they carry out, and support our supply chain to develop the same standards.
- Encourage everyone to report hazards, incidents and near misses, and to stop any work they believe is unsafe, without fear of reprisal.
- Investigate incidents, near misses, and unsafe conditions and share lessons across our portfolio so we do not repeat our mistakes.
- Provide visible leadership commitment — safety will not be compromised under programme or commercial pressure.

This policy is reviewed annually. Everyone working for or on behalf of **DAMAC DIGITAL** is expected to uphold it. It is communicated to all workers and contractors and displayed at every site. Governed by the DAMAC Digital Integrated Management System QHSE Manual.