Abu Dhabi Ports HSE Culture Building Program

Abu Dhabi Ports Submission for the IAPH Sustainability Award - 2019
Abu Dhabi Ports is the operator and manager of a number of commercial and community ports in the UAE. It also operates the trade and logistics hub of ‘Khalifa Industrial Zone Abu Dhabi’, (KIZAD), in which Khalifa Port Free Trade Zone attracts foreign direct investments (FDI) to over 100 km2 of free zone opportunities, the largest in the Middle East. Khalifa Port is the flagship of AD Ports and is the first semi-automated container port in the region.

Health and Safety at work is paramount at Abu Dhabi Ports (AD Ports). Approximately ten years ago AD Ports made a strategic decision to get all health and safety systems certified against all key international standards, as a result of this decision, all IHSE systems were certified by LRQA in 2011, (see slides below and certificates attached). At the same time, AD Ports’ corporate values were revised and a specific value, (Safe, Secure & Sustainable), was formulated dedicated specifically to drive health and safety at work. In 2014 the HSE Key Performance Indicators became an integral part of AD Ports corporate Scorecard. The achievement of this milestone led to the establishment of the HSE programmes to build an HSE culture at AD Ports. (See diagram on the next page).
Abu Dhabi Ports HSE Culture Building Program

**Engagement**
- Monthly HSE Meetings
- Management Walkabouts
- NEESHAN Awards
- Inspection & Audit

**Recognition**
- HSE & Sustainability Committees Meetings with (Departments and Stakeholders)
- HSE Trainings
- SENYAR (SMART HSE Application)
- Emergency Drills & BCM

**Awareness**
- Digitalisation

**Monitoring**
- Preparedness
In its pursuit of excellence in health safety and environment (HSE), Abu Dhabi Ports introduced a number of initiatives that contributed significantly to the Health & Safety Culture. For example, in Jan. 2017 “NEESHAN AWARD” was launched to recognise contributions from departments, teams, customers, investors, partners and other stakeholders for their role in improving Abu Dhabi Ports’ overall HSE performance and reducing the risk of HSE incidents.

Under this initiative, Abu Dhabi Ports honours deserving employees in different Award categories. The winners are nominated and selected by Abu Dhabi Ports’ management following their periodic walkabouts, ground inspections and on-the-job site visits to monitor compliance with the health and safety standards.

Accolades awarded include ‘Employee of the Month’ for Khalifa Port, Zayed Port, Khalifa Industrial Zone, the ‘Programme Management division’, (managing our major CAPEX Projects), the Fujairah Terminal and Abu Dhabi Ports’ Marine Services (Safeen).
To spread the HSE culture of Excellence Abu Dhabi Ports hosts an annual awards ceremony to honour departments, employees and partner companies. Winners receive certificates of appreciation, monetary rewards and honorary commemorative plaques.

Abu Dhabi Ports’ HSE Award is based on specific criteria; a set of key indicators and the standards followed by Abu Dhabi Ports. Winners are selected by skilled committee members. The awards categories include:

The Government entities that are actively engaged with Abu Dhabi Ports and employ stringent HSE standards will also be invited and honoured for their efforts.

The following slides show the various activities representing the culture-building initiatives.

**Link Neeshan Award:**
https://www.instagram.com/p/BhmSxhGBgxT/?utm_source=ig_share_sheet&igshid=yd085ue0zr8e
ABU DHABI PORTS VALUES

Ready to Respond

Eager to Collaborate

Safe, Secure & Sustainable

Innovative for Excellence

Fair and Committed
AD PORTS STRATEGY MAP

**Strategic Themes**
- Sustain High Performance and Growth
- Customer Centric Processes and Smart Systems
- Building Capabilities and Accountability

**Perspectives & Objectives**

**Abu Dhabi Level**
- Effective Transport System to Serve the Community and the Economy
- Vital Sectors to Facilitate Economic Diversification

**Financial**
- Increase Revenue
- Increase Profitability

**Customer**
- Enhance Customer Satisfaction
- Attract Customers and Increase Volumes

**Internal Process**
- Enhance Excellence and Innovation Culture
- Increase Process Efficiency & Effectiveness
- Improve HSE performance

**Learning & Development**
- Improve Personal Performance Through a Performance and Engagement model
- Attract, Retain & Develop Capable UAE Talent

(adports.ae)
ABU DHABI PORTS SUSTAINABILITY POLICY

Abu Dhabi Ports believes that sustainable development, characterized by integrated long-term commitment to environmental, social and economic progress, is integral to our business success. We seek to accomplish sustainability development by implementing best practices of industry, employees, vendor and community engagement to efficiently and effectively achieve business objectives and provide community benefit.

Abu Dhabi Ports is fully committed to good sustainability principles striving to be financially sound, socially responsible as well as environmentally friendly.

In line with our commitment to a sustainable development, in our day-to-day activities, and throughout Abu Dhabi Ports we commit to:

• Protect and respect the environment;
• Avoid causing adverse social and environmental impacts;
• Integrate material sustainability criteria in our business decisions and commercial activities;
• Provide services that:
  • Contribute to sustainable development of people, the environment and the economy;
  • Reduce or avoid unsustainable practices;
  • Deal responsibly with material impacts;
• Engage with stakeholders to enhance their performance in a way that contributes to the business success and to society and the environment;
• Promote sustainability practices in our business models;
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• Promote sustainability practices in our business models;
Certifications and Memberships

- OSHAD-SF Abu Dhabi Occupational Health and Safety System Framework
- ISO 14001:2004 Environmental Management System
- ISO 1002:2004 Customer Satisfaction
- OHSAS 18001:2007 Occupational Health and Safety management System
- ISO 9001: 2015 Quality Management System
- ISO 22301:2012 Business Continuity

IHSE & BC MANAGEMENT SYSTEM
RECOGNITIONS, AWARDS, & CERTIFICATES

Approval Certificate

[Image of Approval Certificate]

CERTIFICATE OF APPROVAL
This is to certify that the Management System of:
Abu Dhabi Ports
Head Quarter
Abu Dhabi
United Arab Emirates
has been approved by Lloyd's Register Quality Assurance to the following Management System Standards:
ISO 22301:2012
The Management System is applicable to:
Provision of Compliance Services for Zayed Port,
Khalifa Port and SAFEEN

[Image of Lloyd's Register Logo]

[Image of Lloyd's Register Certificate]

Copies Original Attached
Abu Dhabi Ports HSE Culture Building Program

- Monthly HSE Meetings
- Management Walkabouts
- NEESHAN Awards
- Inspection & Audit

- HSE Committee Meetings (Departments and Stakeholders)
- HSE Trainings
- SENYAR
- Emergency & BCM

Safe Ports
KEY BENEFITS from The Integrated HSE Culture-Building Programme

- Safeguarding AD Ports’ Users
- Protecting the Environment
- Sustainable Development
- Crisis Management & Business Continuity
- Process Efficiency, Quality Assurance & Customer Satisfaction
Recognitions

Abu Dhabi Ports would like to congratulate Saleh Ba Abbud, Sanjeev Sharma, and Majdi Saleem as their suggestions on the suggestion scheme “IBTIKAR” registered the highest ever rewarding rank. We look forwards to all employees participation in IBTIKAR program by proposing innovative ideas and suggestions that will help drive the company’s operations and revenues whilst benefiting customers, partners and stakeholders.

Sanjeev Sharma
Sanjeev Sharma

Reduce the risk of storing huge quantity of hazardous waste at site & optimal utilization of space

Award Amount: 14,900
Financial Saving: 298,800

Saleh Ba Abbud

To mitigate Operation in Mussafah Channel to be operated by SAFEEN

Award Amount: 50,000
Profit: 29,021,305

Majdi Saleem

Build out put facility in KF and MZ

Award Amount: 12,372.50
Profit: 247,450

To submit your suggestions please click here

adports.ae
## Targets and Objectives

### HSE & Business Continuity Objectives, Targets and Results - 2016, 2017, 2018

<table>
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<tr>
<th>KPIs</th>
<th>DEC 2017</th>
<th>YTD</th>
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<td>Fatality</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Manpower</td>
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<td>Man-hours (YTD)</td>
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<td>Maximize number of closed corrective action initiated from HSE observations</td>
<td>92</td>
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<td>Percentage of training hours / man-hours</td>
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<table>
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<td>Percentage of training hours / man-hours</td>
<td>0.6</td>
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HIGHLIGHTS AND ACHIEVEMENTS
A Smart application launched as Part of AD Ports Strategic Plan to automate HSE Management System.

Key Benefits

1. Automated Processes
2. Efficient Performance Monitoring
3. Real Time HSE metrics Analysis
4. Time and Cost saving
5. Mobile Application
6. Integrations with Internal and External entities
7. Improvement of Customer services
8. Empowers Management Decision-Making
9. Automated Billing Process

Integration with other systems

- Maximo
- Marsa
- Epass
- UCM
- Tadweer
- HRMS
- Maclaa
- Finance
- OSHAD
- EAD
## HSE Smart Application (SENYAR)

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<tr>
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<tr>
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<td>HSE Performance Reporting</td>
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<td>Permit to Work</td>
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<td>Waste Management</td>
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<td>6</td>
<td>HSE Violations</td>
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<tr>
<td>7</td>
<td>Management of Change - Optional</td>
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Recognising Best HSE Performance

NEESHAN Awards

In line with Abu Dhabi Ports commitment to promote best practices for health, safety, and environment management, we launched NEESHAN Awards. NEESHAN aims to recognize the best practices and initiatives introduced by individuals, departments, as well as customers and partners. The award is based on specific criteria, a set of key indicators and standards followed by Abu Dhabi Ports to measure and monitor performance improvement.

The award categories include Individual awards, Department awards, Individual Outstanding HSE performance and Employee of the Month. In addition, Abu Dhabi Ports also honors government entities that actively engage and employ HSE standards by fostering Abu Dhabi Ports HSE initiatives.
Recognition Certificates for Employees

For the Outstanding HSE Performance
Employee of The Month
OCTOBER 2018

DAVID PINT
SHEIKH MUSAUD
KHALFA PORT
YOUSSEF AL GHANI
FARSAW HAYM
WALEHAD HAMEZ
MUSARRAK AL QUBAS
POSSIBLE ENGAGEMENT
NUSREED THAYYUM
First Engineer Inspector
HENK
SHIF KHDR
Senior WBP Supervisor
27 external entity participation including 09 government entities,
07 Prestigious Educational Institutes
23 Exhibitors
06 workshop and awareness sessions
Research Competition for the participated universities students
900 audience attended (visitors and employees)
THE SUSTAINABILITY WEEK
Sustainable Business for a Sustainable Community 16-18 October 2017

Check This Link:
https://www.instagram.com/p/BpO6-_nA9Pd/?utm_source=ig_share_sheet&igshid=bp64bnexb821
OCCUPATIONAL HEALTH WEEK 2018
Together for a Bright Future 23 - 25 October 2018

ACHIEVEMENTS

26 external entity participation including 06 government entities,
07 Prestigious Educational Institutes
03 Medical providers giants (SEHA, Mubadala Healthcare and VPS
02 mobile clinics, 02 emergency first responder vehicles show
11 Medical Checkups, and free flu vaccination
Blood Donation
02 Cancer associations participation and fund raising
06 workshop and awareness sessions
08 Fitness Sessions performed, 03 for ladies
Research Competition for the participated universities students with 2 winners
2000 audience attended (visitors and employees)
95.74% overall satisfaction rate

Achievements:

- Average of 3000 Training Session on heat management
- Body fluid Composition analysing (TBW%) initiative
- 30,000 participants
- Zero LTIs of heat-related incidents
- Welfare enhancement
ROAD SAFETY CAMPAIGN
Be Aware And Drive With Care
FLU VACCINATION CAMPAIGN 2018

Blood Donation Campaign
AD Ports - My Home Safety from Fire Hazards 2018

FIRE SAFETY & EMERGENCY PREPAREDNESS CAMPAIGN

ABU DHABI PORTS EMERGENCY NUMBER
800112

COMMON FIRE HAZARDS TO WATCH OUT FOR

- Electrical hazards
- Flammable liquids
- Overheated electrical equipment
- Grease build-up
- Unattended cooking
- Inadequate ventilation
- Use of flammable materials
- Improper storage of combustible materials

FIRE IS EVERYWHERE!

IN CASE OF FIRE

TO USE THE FIRE EXTINGUISHER

A -雲 (Spray)
B - ปุ่ม (Pump)
C - หลักฐาน (Check)
D - สายไฟ (Pipe)
E - ฉีด (Spray)

AD Ports - My Home Safety from Fire Hazards 2018

ADEC Innovation Week 2018
In recognition of AD Ports’ commitment to Sustainability, AD Ports won various prestigious Sustainability & Environmental Protection Awards
WORKING SAFELY
Health and safety management is an integral part of the way we operate and do businesses. Safe operations of our ports and industrial zone is key to our business success.

“We are conscious about our employees and their health is an important contributor to our success. Taking responsibility for our employees and the working conditions is an important part of our identity.”
Working Safely

Incidents Classified as Serious Dangerous Occurrence

LTI Frequency Rate

Incidents Classified as Serious Dangerous Occurrence

Target | Actual
--- | ---
20 | 16
15 | 13
12 | 4
10 | 2

LTI Frequency Rate

Target | Actual
--- | ---
1.36 | 0.96
0.88 | 0.45
0.41 | 0.19
0.61 | 0.45
HSE Observations
19,433 Observations raised

HSE Inspections
613 HSE Inspections conducted

7.2 Million
Manhours without LTI in 2017

HSE Training
90,912 HSE training hours

HSE Inspections
610 HSE Inspections conducted

HSE Observations
19,814 Observations raised

HSE Training
57,573 HSE training hours

HSE Inspections
610 HSE Inspections conducted

HSE Observations
19,814 Observations raised
Other Achievements

- Day-One Induction
- Occupational Health Surveillance
- Rebranding Sustainability & HSE in Abu Dhabi Website
- KP Fire and Medical team
- Contractor Management
Waste Management
Waste is not only an environmental problem, but also an economic loss. Poor waste management has several implications including pollution, GHG emissions, negative effect on ecosystems and biodiversity.

56% DECREASE IN SOLID WASTE

4 TIMES INCREASE IN RECYCLING TRADE EFFULENT

The objectives of the WMP

Describe the waste management strategy and define the principles of waste management adopted by Abu Dhabi Ports.

Minimize waste generation and prohibit unlawful disposal/discharge of waste.

Avoid and reduce the environmental impacts of waste generated by vessels as well as from Abu Dhabi Ports operations.

Describe identification, classification, segregation and disposal options of waste.

Define the monitoring, record-keeping, reporting, and complaints procedures.

Assist the stakeholders in achieving their legal obligations towards management of waste.

Describe the waste reception and storage facilities at the port.
Examples of Waste Management at AD Ports
Waste Recycle Performance

Non Hazardous Waste Recycled - AD Ports

- 2013: 8%
- 2014: 7%
- 2015: 16%
- 2016: 24%
- 2017: 53%
- 2018: 68%

Non Hazardous Waste Recycled - Overall

- 2013: 8%
- 2014: 5%
- 2015: 9%
- 2016: 13%
- 2017: 30%
- 2018: 41%
Responsible Waste Management

Percentage of Waste Recycled

- **Target**
- **Actual**

Year | Target | Actual
--- | --- | ---
2015 | 8% | 10%
2016 | 10% | 24.1%
2017 | 10% | 29.2%
2018 | 68.0% | 40%
THE ENVIRONMENT
Abu Dhabi Ports has developed and implemented state-of-the-art air quality management program in accordance with the requirements and standards of the local authorities and industry best practices. The goal of this program is to safeguard public health and the environment by preventing and reducing the air pollution throughout the development/ construction and operation of our Ports and KIZAD.

**Air-Quality Monitoring**
We have established state-of-the-art air quality monitoring stations at two locations, one at the industrial zone area and another at the Khalifa Port.

**Water-Quality Monitoring**
A water quality and ecological monitoring programme has also been established in the area between the western boundary of Khalifa Port’s footprint and the western side of the biggest Ras Ghanada breakwater.

**Continuous Seawater Monitoring**
Additionally the ambient seawater quality is also monitored continuously at seawater intakes for industries within KIZAD’s premises and in Ras Ghanada (Coral & Seagrass), the marine sensitive area to test the ambient seawater quality in the Khalifa Port harbor.
Environment Programs

**Air Quality Monitoring Program**
State-of-the-art air quality management program in association with Norwegian Institute for Air Research (NILU) at Cost of AED 9 Millions aiming to safeguard public health and environment throughout the development construction and operations of KP & KIZAD.

**Water Quality Monitoring Program**
Continuous on-line monitoring is being carried out at seawater outfall discharge, KP Harbor and coral Zone for the primary water in order to ensure the seawater discharge effluent quality.
Ras Ghanada, UAE’s largest coral reef and sea meadows is spread across 25 square kilometres of seafloor. The reef teems with more than 20 species of hardy corals and fish. During the early stages of planning and design for Khalifa port, it was identified that the Ras Ghanda Reef is adjacent to the proposed Khalifa Port and Khalifa Industrial Zone (KIZAD).
Sustaining Marine Biodiversity

Percentage of Coral Recruitments at Breakwater

Target vs Actual

- 2015: Target 8.5, Actual 9
- 2016: Target 10, Actual 10
- 2017: Target 11, Actual 10
- 2018: Target 12, Actual 12
- 2019: Target 14, Actual 14
- 2020: Target 16, Actual 16
The Sustainability Program Contributing to achieve the Corporate value Safe, Secure and Sustainable.

1. Continue to develop an integrated transportation system the new economic city in KIZAD

2. Make balanced and informed decisions that consider environmental, social, and economic impacts;

3. Meet the high expectations we have set for ourselves and those of our stakeholders

4. Accelerate and prepare Abu Dhabi Ports for change, both known and unknown.