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Wekaya QHSE Policy Statement

Context of the Organization

Wekaya operates in the medical and hazardous waste management sector, providing integrated solutions for medical and hazardous waste collection, transportation, treatment, and disposal. The organization is committed to addressing internal and external issues including regulatory compliance, environmental sustainability, climate change considerations, operational resilience, service excellence, and stakeholder expectations including healthcare institutions, regulatory authorities, employees, contractors, suppliers, and the public.

Our Commitment

Wekaya is committed to preventing the spread of infectious diseases, biohazard exposure, contamination, and environmental pollution through safe, compliant, and sustainable medical and hazardous waste management practices. We aim to raise awareness among healthcare personnel, protect public health, preserve the environment, and deliver high-quality services to health institutions.

Customer Focus and Client Satisfaction

Wekaya is committed to prioritizing customer focus and client satisfaction as core elements of its Integrated QHSE Management System. We strive to understand and meet applicable customer, regulatory, and stakeholder requirements while delivering reliable, compliant, and high-quality services. Client feedback, complaints, compliments, and performance evaluations are actively utilized to improve service delivery, enhance customer confidence, and drive continual improvement.

Quality, Health, Safety, and Environment (QHSE) Objectives

Wekaya provides a safe and healthy working environment for all employees, contractors, visitors, and other interested parties affected by its activities. Our goal is to prevent injuries, ill health, environmental impacts, and operational disruptions.

We adhere to the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, all applicable U.A.E laws, legal and regulatory requirements, and other compliance obligations. This policy provides the framework for establishing, reviewing, and achieving measurable QHSE objectives aligned with the strategic direction of the organization, customer expectations, applicable compliance obligations, and continual improvement commitments.

Company Commitments to QHSE Standards and Requirements

Wekaya is committed to:

- Identifying hazards, assessing risks, and implementing effective controls to prevent work-related injuries, ill health, environmental incidents, and operational disruptions while ensuring safe plant, equipment, working conditions, and proper handling, transportation, and use of materials.
- Ensuring robust emergency preparedness and response, including spill management, incident response, and operational continuity arrangements to minimize risks to people, the environment, assets, and services.
- Promoting employee competence, awareness, consultation, and active workers participation including involvement in hazard identification, risk assessment, incident investigation and decision making processes related to QHSE while protecting the health, safety, and wellbeing of employees, clients, contractors, and the public.
- Integrating QHSE requirements into strategic and operational decision-making, including management of change, procurement activities, project planning, process improvements, and contractor engagement.

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- Strengthening commitments towards climate change mitigation, environmental sustainability, resource efficiency, pollution prevention, waste reduction, and organizational resilience through a lifecycle perspective across operations, including contractor and outsourced activities.
- Delivering reliable, compliant, and customer-focused services through effective process management, risk-based thinking, innovation, and continual improvement of operational performance.
- Understanding and addressing the needs and expectations of customers, regulatory authorities, employees, contractors, suppliers, and other relevant interested parties.
- Ensuring QHSE compliance across operational sites, client locations, transportation activities, treatment facilities, and workplaces under organizational control or influence, including contractors, suppliers, and service providers.
- Monitoring, measuring, analyzing, and continually improving QHSE performance through KPIs, audits, performance evaluation, customer feedback, reporting, and management reviews to enhance system effectiveness, maturity, resilience, and stakeholder confidence.
- Ensuring compliance with all applicable legal, regulatory, statutory, contractual, and other compliance obligations while continually improving the effectiveness of the Integrated QHSE Management System.

Leadership and Responsibility

The Chief Executive Officer (CEO) holds overall responsibility for QHSE at Wekaya and demonstrates leadership and commitment towards the effectiveness, continual improvement, and strategic alignment of the Integrated QHSE Management System.

All directors, managers, supervisors, and employees are responsible for implementing this policy within their respective areas of responsibility and ensuring adherence by employees, contractors, visitors, and other relevant interested parties.

Document Control and Communication

This policy is maintained under controlled conditions, reviewed annually or as necessary, and communicated through appropriate internal and external channels. It is made available to relevant interested parties upon request. Version control, accessibility, and document integrity are maintained through the QHSE documentation system.



Mr. Ali Al Naqbi
CEO - Wekaya

June 2026