

WORKPLACE VIOLENCE PREVENTION POLICY

Al Dhafra Recycling Industries LLC recognizes the potential for workplace violence and other aggressive behavior directed to **Al Dhafra Recycling Industries LLC** employees.

Al Dhafra Recycling Industries LLC will not tolerate behavior from any one that intimidates, threatens, harasses, abuses, injures, or otherwise victimize our employees and will take whatever steps are appropriate to protect our employees from the potential hazards associated with workplace violence.

Al Dhafra Recycling Industries LLC are committed in providing our employees with an appropriate level of protection from the hazards associated with workplace violence.

Management Responsibilities:

Management will:

- ❖ Inform employees if they are working in an area where there is a potential for violence and identify any risks that are specific to that area;
- ❖ Ensure that appropriate procedures are in place to minimize the risk to our employees from violence;
- ❖ Ensure that employees are trained in recognizing and responding to situations involving workplace violence
- ❖ Ensure that every reported incident of workplace violence is investigated and potential areas for improvement are identified;

Employee Responsibilities:

- ❖ Employees of **Al Dhafra Recycling Industries LLC** are required to be familiar with and follow the procedures that are in place to protect them from workplace violence;
- ❖ All employees must participate in the instruction of workplace violence prevention;
- ❖ Employees are required to immediately report all incident of workplace violence to their team leader(s) or QHSE supervisor or available line managers;
- ❖ Employees are also responsible for participating in work site hazard assessments and implementing controls and procedures to eliminate or control the associated hazards;
- ❖ Periodically review and revise this Workplace Violence Prevention Policy to maintain its relevance
- ❖ Authorizing and signing the Policy by Top Management.

No employee can be penalized, reprimanded, or in any way criticized when acting in good faith while following the procedures for addressing situations involving workplace violence.



Talal Tabbakh
General Manager