



Health and Safety Management System

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Psychosocial and Work-Related Stress Policy

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Psychosocial and Work-Related Stress Policy

Al Dhafra Recycling Industries LLC requires active commitment from all employees and other stakeholders to support Psychosocial and Work-Related Stress initiatives.

These commitments will be achieved by:

- ❖ To identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.
- ❖ To consult with all levels of employees on all proposed actions relating to the prevention of workplace stress.
- ❖ To provide training for all managers and supervisory staff in good management practices.
- ❖ To provide confidential counseling for staff affected by stress caused by either work or external factors.
- ❖ To provide adequate resources to enable managers to implement the company's agreed stress management strategy.

These commitments will be achieved by:

- ❖ Establishing and maintaining a documented process for the Psychosocial and Work-Related Stress Prevention Program.
- ❖ Provision of the necessary resources for the implementation.
- ❖ Communicating the Company's Psychosocial and Work-Related Stress policy and objectives to the relevant interested parties.
- ❖ Setting, monitoring, and reviewing mechanisms.
- ❖ Authorizing and signing the Policy by Top Management.

Talal Tabbakh
General Manager