

I. Our commitment

Health and safety is the first priority in all DXI Logistics LLC operations. DXI complies with the occupational health and safety provisions of the UAE Federal Decree-Law No. 33 of 2021 on the Regulation of Labour Relations and its implementing regulations (Cabinet Resolution No. 1 of 2022), the requirements of Dubai Municipality and Dubai Civil Defence, and the safety requirements of our clients. We ask every employee, subcontractor and client to help us achieve our goals.

II. What we will do

DXI will:

- Provide safe and healthy working conditions to prevent work-related injury and ill health, and continually improve our working environment and processes.
- Identify hazards and assess risks before work starts, including manual handling, lifting equipment, working at height, vehicle operation and warehouse racking, and eliminate or reduce them.
- Provide suitable equipment and personal protective equipment (PPE), kept in good condition, and ensure it is used.
- Protect workers from heat stress: observe the annual summer midday work break for outdoor work set by the Ministry of Human Resources and Emiratization, and provide shade, drinking water and rest.
- Maintain fire safety, first aid and emergency arrangements in line with Dubai Civil Defence requirements, with regular drills.
- Ensure vehicles, forklifts and lifting equipment are maintained, inspected and operated only by trained and licensed staff.
- Arrange medical fitness checks and health insurance for employees as required by UAE law.
- Record and investigate all accidents, incidents and near-misses, and report them to the authorities where required.

III. Training and involvement

DXI provides health and safety training to employees and subcontractors, including induction, safe manual handling and job-specific training, and encourages everyone to report hazards and take part in safety improvement, including through behaviour-based safety (BBS) practices.

IV. Subcontractors and stakeholders

DXI selects competent subcontractors, communicates our safety requirements to them, and monitors their performance.

V. Objectives and review

DXI sets and reviews health and safety objectives. This policy is reviewed annually, revised if necessary, and published on our company website.

Approved by:

Jerry Nazzal
Group President

This policy is effective from Oct. 2026 and will be reviewed by Oct. 2027, or earlier if required by changes in UAE law or DXI operations.