

Health and Safety Statement

SBE PL-001

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1. Background

Alinma Bank is one of the reputable financial institutions in the Kingdom of Saudi Arabia (KSA), operating as an Islamic bank with core values of integrity, ethics, responsibility, and altruism are deeply intertwined with its corporate culture. The Bank recognizes the growing importance of sustainability and has integrated environmental, social, and governance (ESG) considerations into its decision-making processes. As part of this commitment, the Bank has implemented an Occupational Health and Safety Statement to actively monitor, assess, and mitigate risks related to the work environment, ensuring the well-being of its stakeholders.

2. Purpose

The Alinma Bank Health and Safety Statement outlines the Bank's commitment to providing a healthy and safe environment for all employees, contractors, customers, and visitors. This Statement aims to ensure compliance with all applicable health and safety legal and regulatory requirements and the implementation of best-practice health and safety management standards across the organization.

Through this Statement, Alinma Bank aims to align with, learn from, and support global and national initiatives and policies that boost our health and safety capabilities and confidence in maintaining the highest standards of safety.

3. Scope

This Health and Safety Statement applies to all employees, contractors, visitors, and stakeholders interacting with Alinma Bank at any location or during any work-related activity. It encompasses all aspects of health and safety, including workplace safety, occupational health, emergency preparedness, fire safety, hazardous materials handling, risk assessment and control, training and education, communication and consultation, and monitoring and evaluation, in accordance to the Financial Sector Safety and Security Guidelines. The Statement serves as a comprehensive framework for ensuring a safe and healthy work environment for all individuals associated with Alinma Bank.

4. Commitment

Alinma Bank's Management is committed to the effective management of health and safety to provide a healthy and safe working environment for employees, contractors, customers, and visitors to our premises. The Bank is dedicated to devoting the necessary resources to meet and, where reasonably practical, exceed health and safety legal and regulatory requirements.

Occupational Health and safety are a shared responsibility at Alinma Bank. Employees are expected to take ownership of their safety and are encouraged, and empowered to report any concerns. Chief Operating Officers have overall responsibility for ensuring that the correct policies, procedures and safeguards are put into practice. This includes ensuring that all personnel have access to the necessary information, instruction, training, and supervision.

To ensure effective delivery and continual improvement of health and safety, Alinma Bank will:

- Adhere to all applicable Saudi Arabian occupational health and safety regulations.
- Facility Management and Human Capital are responsible for implementing policies for risk assessment and workplace safety, including identifying key risks and conducting regular inspections.
- Human Capital and Facility Management are responsible for tracking and managing workplace incidents, accidents, and sick leave data to implement corrective actions and enhance employee safety.
- Human Capital and Facility Management share responsibility for delivering training programs to enhance health and safety knowledge, selecting subjects based on the latest updates and regulatory guidelines.
- Monitor and measure training and awareness hours in this field
- Engage and consult with relevant stakeholders regarding health and safety arrangements as appropriate.
- Foster a strong safety culture within the supply chain.

5. Integration with Other Policies

This Health and Safety Statement is intended to be used in conjunction with the Bank's Compliance and Risk Management policies, including the requirement for Concern units to update their risk registers and set metrics to monitor key risks.

1. Keywords and Abbreviation

Abbreviation	Description
Alinma Bank, "we," "our," the "Bank"	Alinma Bank
Health and Safety	Health, Safety, and Environment
Management	All Alinma Bank Management.

2. Review, Update and Maintenance

- This Statement document will be reviewed and updated every three years or as needed.

3. Approval Matrix

Function	Group\Division
Owner	HC Services
	Facilities Management
Stakeholders	Talent Development

Function	Group\Division
	Security & Safety
	Facilities & Property Maintenance
	Legal
	Marketing and corporate communications
Reviewers	Chief Sharia Officer
	Chief Operating Officer
	Chief Financial Officer
	Chief Risk Officer
	Chief Compliance Officer
Approved	Human Capital Division