

Office of the Chancellor

Date : 06 October 2025

To : Vice Chancellor
Provost
University Strategic and Governance Committee

From : Chancellor, Prof. Ghassan Fouad Aouad

Subject : **Environment, Health, and Safety Policy**

This Executive Order is issued under the authority of the Chancellor as outlined in the Policy on Policy Management under Executive Order No. 0824.

Effective immediately, Vice Chancellor is given the authority to implement the approved "Environment, Health and Safety Policy" outlined in this Executive Order.

The attached policy is aligned with ADU's strategic goals by adhering to legal regularity through its commitment to the accountabilities for Environment, Health, and Safety framework established by ADEK .

The custody of the Executive Order shall be maintained in the Chancellor's Office of the University. If you have questions regarding this Executive Order, please contact Anabella Briones.

Please take the necessary action to ensure that all parties involved are informed of this communication.



Prof. Ghassan Fouad Aouad
Chancellor

ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY

OVERVIEW

This policy ensures community well-being and environmental protection by establishing a framework for safe, healthy and sustainable operations.

Executive Order	1394
Supersedes	1056
Version Number:	08
Date Approved:	3 October 2025
Effective Date:	3 October 2025
Policy Owner:	SAIF
Viewing Access Level:	Employees
Next Review Date:	Fall 2028

Change History

Version Number	Change Description	Date	Changed By
02	<ul style="list-style-type: none"> Formatting and Signature Line to follow the new approved ADU Bylaws 	05.01.2013	Vice Chancellor
03	<ul style="list-style-type: none"> Formatting and Signature Line to follow the new approved Policy on Policy Management 	08.09.2014	Chancellor
04	<ul style="list-style-type: none"> This replaces the Health and Safety Policy under EO # 550 Mandatory principles from the EHSMS Procedure Manual are inserted in compliance to ADEC & EHSMS Framework. Deleted procedural details and adhered to policy statements. 	05.11.2014	Vice Chancellor
05	<ul style="list-style-type: none"> Removed procedural details that were already mentioned in the EHS Manual Simplified the Policy contents by only stating key commitments to align with EHSMS regulation Simplified the policy 		EHS Manager
06	<ul style="list-style-type: none"> Review of the policy. Inclusion of item no.6 and no.7 on ADU organization commitments. 	08 July 2019	BSF Director
07	<ul style="list-style-type: none"> Review of the policy with minor revisions. 	20 October 2021	BSF Director
08	<ul style="list-style-type: none"> Review of the policy with minor revisions and changing department name from BSF to SAIF. 	September 2025	SAIF Director

1. Introduction:

- 1.1 Abu Dhabi University (ADU) is committed to maintaining safe and healthy working conditions and preventing accidents and work-related ill health of the students, employees, customers, suppliers, and any other person who may be affected by our activities at all premises and activities within the control of ADU.
- 1.2 ADU will assess and continually improve our activities' significant health, safety, and environmental impact and comply fully with relevant laws and regulations. We are dedicated to minimizing our ecological footprint and fostering a culture of sustainability that aligns with global best practices.

2. Policy Statement

The ADU organization is committed to:

- 2.1 Consult with and involve University employees and students by holding regular EHS meetings and monitoring the health of those who may be exposed to significant work-related or facilities-related health risks.
- 2.2 Require all employees and students to work safely and use risk prevention techniques, including considering the health and safety of themselves and others for protecting the environment.
- 2.3 Assess all EHS hazards and risks and manage them effectively, eliminating or reducing them as Low as Reasonably Practicable (ALARP).
- 2.4 To identify different types of incidents and provide guidelines for individuals to protect themselves, aid anyone at risk or injured and restore service operations as quickly as possible.
- 2.5 Comply with all applicable UAE, Abu Dhabi laws, legislation, and associated codes of practice.
- 2.6 Provide adequate resources and supervision to ensure proper implementation of the EHS requirements.
- 2.7 Advance sustainability through the efficient and responsible management of natural resources by implementing systems to prevent pollution, minimize waste generation, promote reuse and recycling and relentlessly pursue reductions in our carbon emissions and overall environmental footprint.
- 2.8 Provide information and appropriate EHS awareness and training for employees, students and stakeholders, embedding principles of environmental stewardship and social responsibility into all information.
- 2.9 To have clear and logical organizational and procedural arrangements in place to effectively carry out the duties.
- 2.10 Measuring, monitoring the EHS performance, and continuously improving environment, health, and Safety performance considering key sustainability metrics such as energy consumption, waste diversion rates and CO2 emissions.
- 2.11 Conducting audits to verify compliance with the EHS Manual to improve performance.
- 2.12 Promoting "No blame culture," sharing of lessons learned from accidents, incidents, and near misses, including those learned and discussed whilst working with clients, sub-contractors, and suppliers.
- 2.13 Ensuring that this policy is widely communicated, understood, and implemented effectively at all levels within ADU.

- 2.14 Integrate EHS and sustainability considerations into all planning and decision-making processes, including design, construction, renovation and procurement activities. This includes prioritizing the selection of environmentally preferable contractors, products and services.
- 2.15 The policy will be reviewed on a regular basis.

The Environment, Health, and Safety Management System (EHSMS) Committee and leadership will review the EHS policy in a year to ensure it is suitable and effective, set the EHS and sustainability objectives, review the EHS performance and communicate the results, ensure adequate resources are available to implement the Policy and setup checks that this policy is effective.

3. Benefits

- 3.1 Aside from being required by the law, an environment, health, and safety policy benefits employees, students, and visitors by warning them about behavior the University has prohibited and ensuring they feel protected while at study or work. Both benefits boost morale, a key driver of performance concerning professional and academic life.

4. Implementation

- 4.1 This policy is to be displayed and communicated to ADU Students, Employees, and third parties. A copy of the policy will be included in ADU SharePoint.

5. Roles & Responsibilities

All employees, students and third parties must follow ADU's EHS policy and support continuous improvement.

- 5.1 Employees are expected to apply EHS rules in their daily tasks, report hazards or incidents, and actively participate in training and improvement initiatives.
- 5.2 Students must follow EHS guidelines in classrooms, laboratories, and campus areas, use equipment safely, and promptly report unsafe conditions.
- 5.3 Third parties, including contractors, suppliers, and visitors, are required to comply with ADU's EHS policies, carry out their work safely, and report any hazards or incidents while on campus.

Footnotes - Related references:

[ADU-EHS-MA-01 : EHSMS Policy and Procedure Manual](#)

Exceptions

The Chancellor reserves the right to decide on any situation/circumstances outside the conditions stated in this policy.

Authorization

This policy was authorized by the **University Chancellor:**



6 October 2025

Date