

HEALTH, SAFETY & ENVIRONMENT

The wellbeing of our people comes first. As part of our Journey to 2030, we've placed Health, Safety, and Environment (HSE) at the core of our operations—because safe, supported teams are more productive, engaged, and resilient.

Our HSE Charter sets clear expectations for how we protect everyone—on-site and in the office—from injuries, accidents, and exposure to harmful substances. It outlines our organisation-wide HSE objectives and is actively enforced across all project and operational environments.

All site stakeholders are inducted prior to entry, ensuring they understand our safety protocols and the precautions necessary to maintain a secure work environment.

We maintain strong governance through:



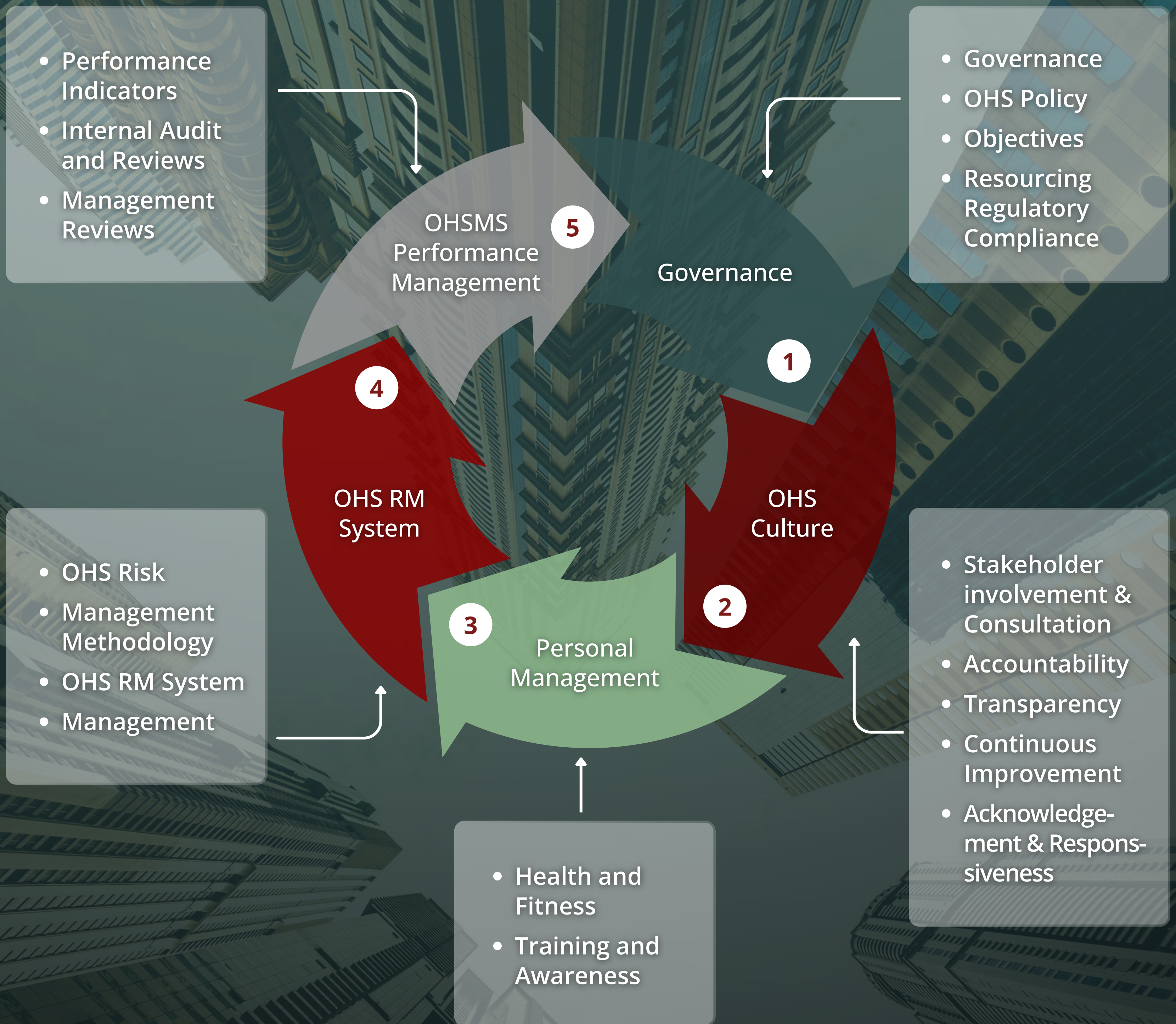
Monthly HSE Committee meetings,
with eight representatives from senior management and project teams overseeing performance and corrective actions



A dedicated Workers Committee,
empowering site teams to voice concerns and contribute to continuous improvement

Because a safe site is a successful site—and our people deserve nothing less.





WE OPERATE IN LINE WITH:



HEALTH & WELLBEING PROGRAMME



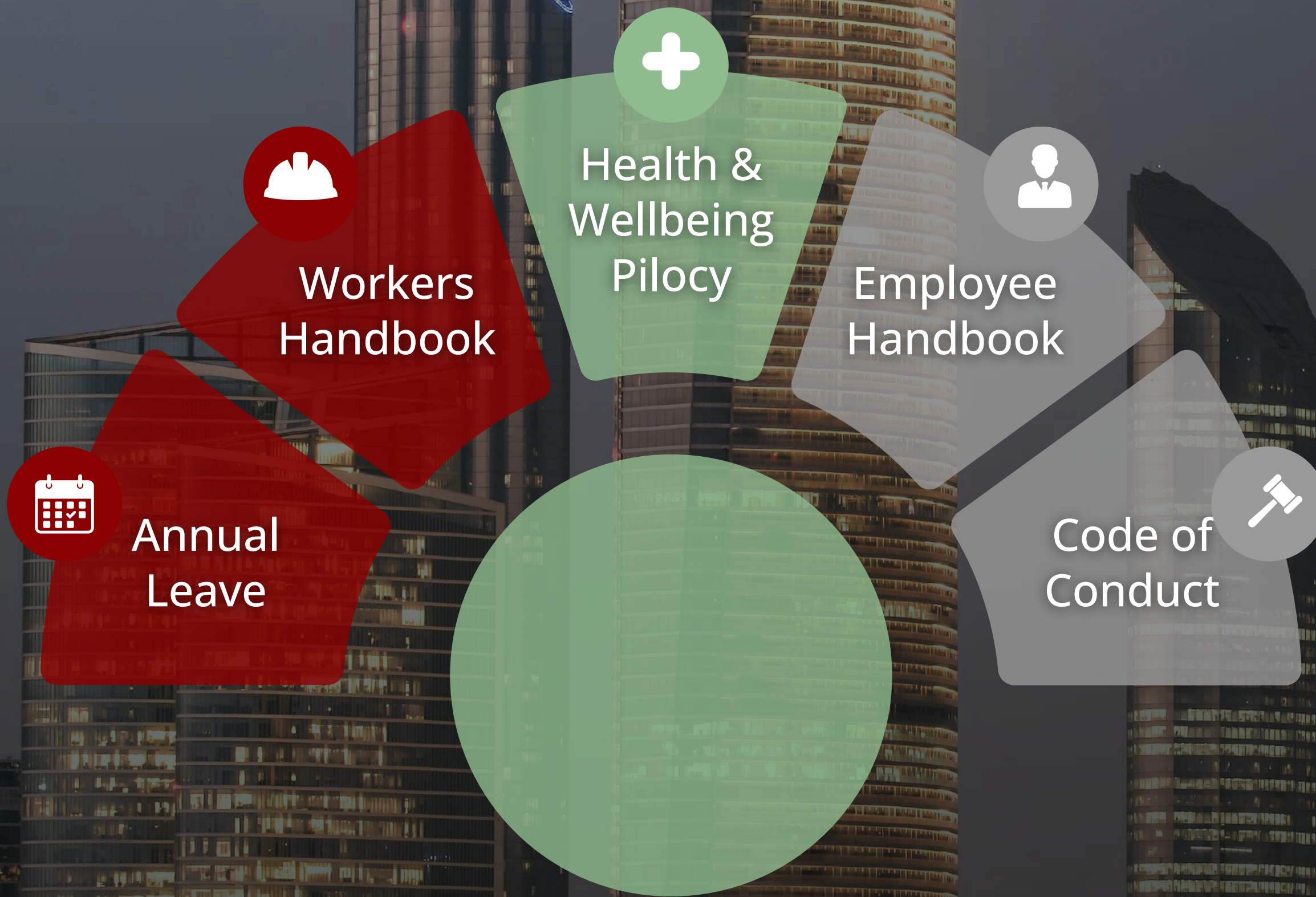
Physical Health



Financial Wellbeing



Mental Health



HEALTH & WELLBEING AT WORK

At Summertown, we believe a healthy team is a high-performing one. Our Health & Wellbeing Programme supports physical, mental, and financial wellness through at least six initiatives each year—designed around the real needs of our people.

Wellbeing is also built into our policies and everyday culture, guided by:

- Employee & Workers Handbooks
- Health & Wellbeing Policy
- Annual Leave Policy
- Code of Conduct

Aligned with local and international standards, our approach ensures everyone feels safe, respected, and heard—because wellbeing isn’t a perk, it’s a priority.

IN COUNTRY VALUE (ICV)



CUTS & LACERATIONS

We continue to run training & awareness campaigns, and provided adequate rest breaks to reduce the risk of these injuries



ILL HEALTH FROM DUST

All workers carrying out tasks in dusty areas and doing painting works are all instructed to use appropriate PPE to prevent inhalation of dust particles and fumes respectively to reduce risk



STEP LADDERS

We are phasing out their use for low level use at height. Our site processes ensure podium steps and scaffold are appropriately installed and inspected by trained & competent persons prior to usage on the project site

CASE STUDY: EMERGENCY PREPAREDNESS IN ACTION

As part of our proactive approach to Health & Safety, Summertown regularly conducts mock fire drills to test our emergency readiness and ensure swift, safe evacuation procedures.

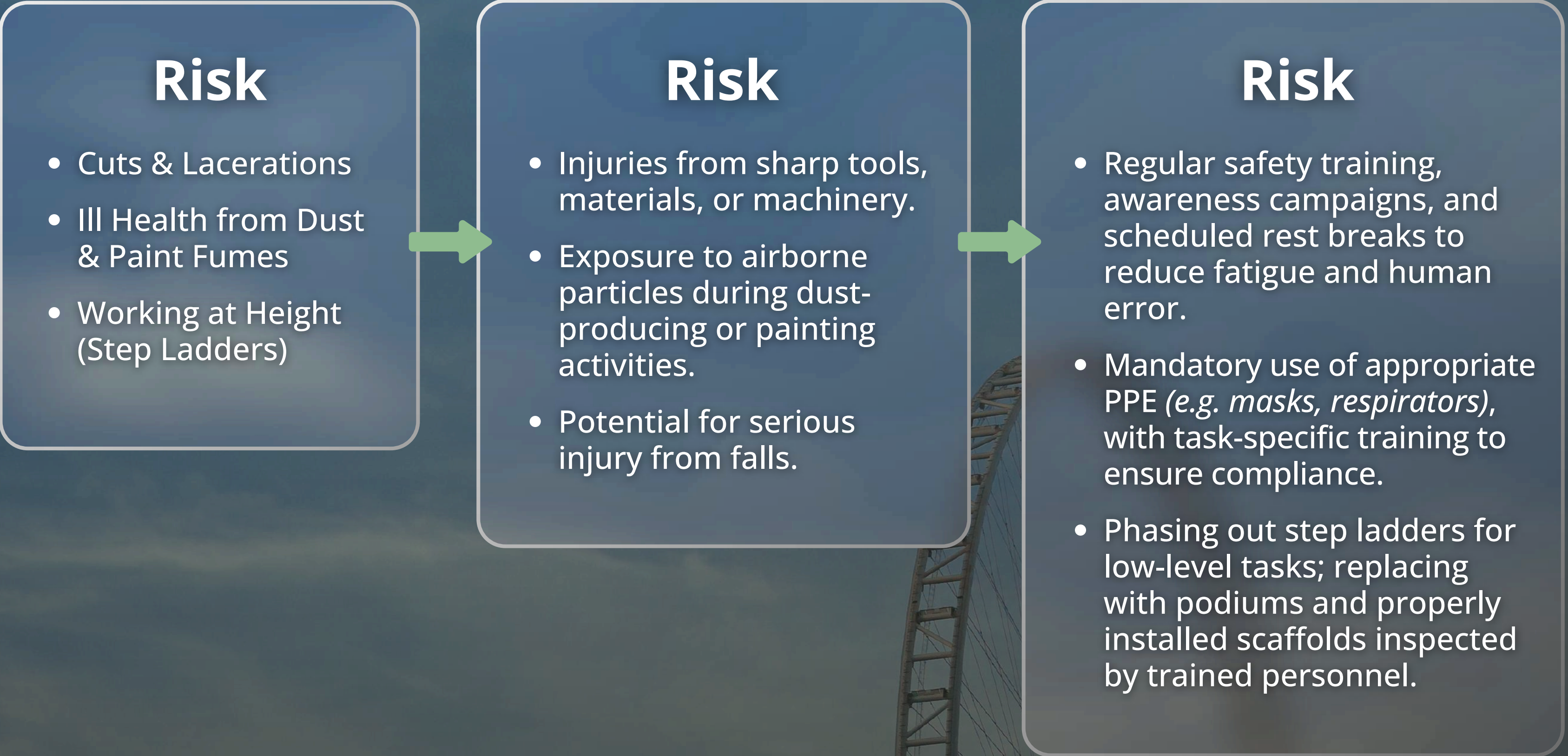
In a recent drill conducted at one of our largest project sites, 273 employees were successfully evacuated in just 2 minutes and 5 seconds—a testament to strong planning, team coordination, and on-site training.

Managing Health & Safety Risks

We take a structured approach to identifying and mitigating health and safety risks across our sites, focusing on both high-probability and high-impact scenarios.



KEY RISK AND MITIGATION MEASURES



BUILDING A CULTURE OF SAFETY

We reinforce safe practices through ongoing on-site training, daily toolbox talks, and monthly reviews led by our HSE Committee. Our goal is not just compliance—but creating a safety-first mindset that empowers every worker to take responsibility for their own wellbeing and that of their colleagues.

Onsite trainings



First Aid



Scaffolding



Fire Safety



Portable Appliance



English Lesson

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