

Health and Safety Policy Statement

At GEMS Education, we are committed to creating and sustaining a safe and healthy environment for all our people — our students, staff, contractors, visitors, and the broader community. We recognise that strong health and safety management is integral to our success and to the wellbeing of everyone involved in our operations.

We aim to embed safety into how we think, plan, and act. Every day, in everything we do. Specifically, we commit to:

- Comply with all relevant regulations and aim higher, setting benchmarks that reflect best practice across our industry.
- Invest in the tools, systems, and resources needed to deliver this commitment effectively across the organisation.
- Maintain and continually improve a robust health and safety management system, including clear processes to identify hazards, assess risks, and act early to prevent harm.
- Champion a positive proactive safety culture through visible leadership and accountability, and genuine care.
- Equip our people with the knowledge, skills, and confidence they need to take ownership of their own safety — and to look out for one another.
- Learn from incidents and ensure that appropriate corrective and preventive actions are implemented.
- Create open channels for consultation and collaboration, empowering staff and stakeholders to play an active role in shaping a safer workplace.
- Set smart, meaningful safety performance indicators, track our progress and use data to drive continual improvement.
- Regularly review health and safety performance, using insights to shape decisions and strengthen outcomes for our people and our communities.



Din Varkey

Chief Executive Officer