

## HSE POLICY

Emdad Group, while serving interested parties in the oil, gas, petrochemical, steel, aluminum, infrastructure & utility sectors is continually committed to protect the health and safety of its employees and all working parties under Emdad. We believe in sustainable development and our aim is **ZERO HARM** to its people, assets and the environment where we carry out our business activities. In line with our core values, we have implemented the requirements of ISO 14001:2015 and ISO 45001:2018 international standards across our organization.

Top Management is committed to the prevention of injuries and illness to its employees and all parties working under the control of Emdad by providing a safe and healthy work environment free of hazards while ensuring best environmental practices are in place to minimize the environmental foot print of our business activities.

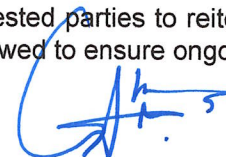
Company shall achieve this commitment by: -

- Providing necessary HSE resources including competent personnel, trainings and equipment for the effective implementation of the Health Safety Environment Management System (HSEMS).
- Protecting the environment by reducing emissions, reduction and recycling of waste generated from our activities, improving energy efficiency and conservation of the natural resources wherever possible.
- Supporting our customers HSE policy and ensure our compliance with the same. Share our knowledge and experience on Health, Safety & Environmental issues with our stakeholders and lead enhancement initiatives in these areas.
- Implementing an effective risk management program to identify the health & safety hazards, environmental aspects and implementing control measures to eliminate/minimize hazards & reduce risks/impacts to an As Low as Reasonably Practicable (ALARP) level.
- Identifying HSE critical activities and enforcing Emdad's Life Saving Rules (LSR) throughout the company and to all parties working with Emdad.
- Promoting 100% HSE culture within our organization through effective communication, participation and consultation with employees in the workplace and through zero- tolerance approach to compromises or complacency.
- Inculcating awareness among employees that HSE is everybody's responsibility.
- Setting 'SMART' HSE objectives & targets to monitor, measure, review, report and continually improve HSE management system and HSE performance of the Company.
- Ensuring compliance to all legal, regulatory and other requirements which are relevant to Company business activities. In the absence of applicable legislation and relevant industry standards, Company will impose its own standards consistent with this policy.
- Enhancing employee health and wellbeing by providing suitable welfare facilities and health monitoring programs.
- Preventing workplace bullying, harassment and discrimination and create a work environment in which all individuals are treated with respect and dignity.
- Conducting periodic review on the effectiveness of the HSEMS by conducting regular audits, inspections and other HSE performance reviews.

Emdad will make it known to its employees that:

- **“No activity is so important that we cannot take the time to do it safely”.**
- Employees not only have the right but are obliged to **STOP** an activity if conditions are unsafe.

This policy will be made known to all employees across the company and to the interested parties to reiterate Emdad's commitment towards health, safety and environment. This Policy shall be regularly reviewed to ensure ongoing suitability.



**MOHAMMED JUMA AHMED AL BAWARDI**  
Chief Executive Officer