



HEALTH AND SAFETY POLICY

The health and safety of our employees and everyone else affected by our activities is fundamental to the success of our business.

We strive to align our own business practices and principles through the projects we deliver to our clients. The safety of our people and the communities in which we operate always comes first. We believe that our long-term success as a business is dependent upon the ability to keep our workforce and members of the public safe.

Our philosophy is to continually strive for a 'Zero Harm' environment. Accordingly we enforce very strict health and safety procedures throughout our operations, in the belief that all accidents can be avoided by implementing robust risk elimination protocols.

Our policy is to create a health and safe environment, we will achieve this by:

- Providing exemplary and inspirational leadership
- Meet or exceed applicable health and safety laws and regulations in-line with client requirements
- Continually improve our performance-based certified Health & Safety management system to achieve Target Zero
- Identifying the hazards associated with our activities and removing the risk where possible
- Providing an effective process of assurance
- Communicating and engaging with our workforce, our business partners and our supply chain to ensure everyone understands how to keep themselves and others safe and healthy.
- Motivate and prepare all employees to take personal responsibility for their health and safety, and
- Be a leader in deploying and promoting innovative, cost-effective, health and safety programs and procedures.

To achieve this, we will:

- Promote integrity by holding our Group Operations, Projects and employees accountable for effective leadership and management of health and safety
- Integrate health and safety resources and training
- Regularly review our performance, make changes as necessary and communicate it to all employees
- In line with our culture of care, we undertake activities to enhance the physical and mental wellbeing of our employees.

A handwritten signature in black ink, appearing to read "Bishoy Azmy", is written over a horizontal line.

Bishoy Azmy, CEO
01st April 2018