

8.3 HSE Policy



Group Health, Safety and Environment Policy

Our approach to Health, Safety and Environment (HSE) is based on caring for our people, environment, communities in which we work and stakeholder partners.

Our goal is to make sure everyone goes home safe and the environment is protected and enhanced wherever possible. This must be accomplished with a Zero Harm approach in our business.

The Founders Principles are critical to our success and enable HSE to become an integral part to all aspects of our business.

We apply the HSE Pillars to all our activities:



Leadership and Engagement: Our management lead the creation of a company-wide culture that values HSE as a core part of our business. We engage our people on HSE issues and solutions. We must create a culture that empowers everyone to address HSE matters.



Risk Reduction and Improvement: Through proactive identification, planning and innovative controls, we eliminate and / or minimise all things that make our workplace unsafe or place the environment at risk.



Commitments We Live By: We all take personal responsibility for HSE in our workplace as a core value. We all must follow fundamental behaviours that we live by everyday to eliminate and / or reduce our critical risks.

To achieve our HSE Goal:

- We measure our success by the well-being of our people and the environment
- We embed HSE messaging in our daily communications
- We are always improving our HSE systems and pushing our boundaries
- We strive to set the standards for our industry and fulfil all regulatory requirements
- We listen to our people and involve them in our health, safety and environment decisions
- We provide training, engagement opportunities and information to our people to enhance competency and capability to work safely

To continuously improve:

- Our management and people are accountable and enabled to address HSE matters
- We set clear, measurable HSE targets that are aligned with our operational performance
- Our HSE strategies are adaptive and evolve to our business's needs
- Operations are stopped and corrected if a risk of a serious HSE incident is present
- We proactively identify and manage hazards and risks
- We implement pollution prevention programs and leading sustainability practices
- We implement health related programs to protect the well-being of our workers

Sultan Ahmed Bin Sulayem
Group Chairman and CEO