



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.

Our Principles are critical to our success and enable HSE to be an integral part of our operations.

We apply the HSE Pillars to all our activities:

1. **Leadership and Engagement:** Management lead the creation of a company-wide culture that values HSE as core to the business. Engage our people on solutions and empower everyone to act.
2. **Risk Reduction and Improvement:** Through proactive identification, planning and action, we eliminate and / or minimise risks that make our workplace unsafe or harm the environment.
3. **Commitments We Live By:** We all take personal responsibility for HSE in our workplace as a core value. We follow fundamental behaviours to live by everyday.

To achieve our HSE Goal:

- We measure our success by the health 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 consult 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 continually 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 programs to protect the health of our workers

Sultan Ahmed Bin Sulayem
Group Chairman and CEO