

Health, Safety and Environmental Policy Statement

I.E.M. Sales and Services Limited (IEMSSL) is committed to the provision of a safe and healthy work environment for all its employees and others, who may work, visit or enter our client's facility on our company's behalf. As a consequence, it is our intention to develop and maintain a Health, Safety and Environmental programme which is in line with legal requirements and the best business practices which includes but are not limited to, the Occupational Safety and Health Act 2004 amended in 2006 and the Environmental Management Act 2000. We strive for continuous improvement in our environmental, health and safety performance. In furtherance of this policy, the company shall:

- Identify potential hazards that may arise through the activities of IEMSSL, to assess the risk arising from these and to institute effective control measures to minimize the risk.
- Implement appropriate measures to prevent accidents, injury and health impairment of all persons affected by the activities of IEMSSL and promote a culture of safety consciousness.
- Provide the necessary resources for the implementation and management of our health, safety and environmental system.
- IEMSSL is committed to comply fully with all relevant statutory and contractual Health, Safety and Environmental requirements.
- Ensure that all Health, Safety and Environmental requirements are communicated, understood and implemented where third party arrangements exist.
- Provide relevant information, instruction, training and supervision as is necessary to ensure competence of all employees.
- Integrate health and safety responsibilities into everyday working practices and managerial responsibilities and to continually review, improve and update the policy so that all important and relevant legislation, codes of practice and guidance are taken into account, where appropriate.
- Monitor, inspect and conduct safety audit to ensure effective management of health and safety throughout IEMSSL operations.
- Provide safe working conditions, systems of work and equipment to minimize or eliminate incidents.
- Consult with Employees on HSE management and performance.
- Implement a safe system of work for safe handling and transportation of harmful substances.
- Empower all employees to stop or refuse unsafe work and investigate all stop or refuse to work incidents to prevent recurrence.
- Report and investigate all incidents and accidents and implement relevant control measures to prevent recurrence.
- Establish arrangements for reporting and investigating all incidents and accidents and implement relevant control measures with the intention to prevent reoccurrence.
- Identify reasonably foreseeable emergency scenarios using our Risk Management System and develop, communicate and implement emergency procedures as per consequence.
- IEMSSL shall review the health safety and environmental policy on an annual basis and will communicate to all its employees, visitors, subcontractors and other stakeholders where applicable.
- IEMSSL will adopt and develop standards arising from the findings of the annual risk assessment in relation to the risk level and operation.
- Record all, findings, recommendations, corrective action, preventive action and other lessons learnt from the operation of our safety management system, our projects and the company as a whole. This data will be prioritized, tracked and implemented on a continuous basis.



Mr. Reza Mohammed
Managing Director

1/3/19

Date