



M/s Hasnaat & Brothers Construction Company

HEALTH, SAFETY & ENVIRONMENTAL (HSE) POLICY

HEALTH SAFETY AND ENVIRONMENTAL POLICY:

- We have a responsibility to protect the environment and preserve the health safety of our employees. An important first step in realizing this responsibility is the adoption and communication of a meaningful Health, Safety and Environment (HSE) policy.
- In this document we set out in full our HSE policy and the associated commitments. The policy provides a framework for discharging our responsibilities by outlining the key HSE issue for M/s Hasnaat & Brothers Construction Company. We have also developed a set of commitments that provides details of the actions we intend to take.
- We are committed to implementing this policy throughout M/s Hasnaat & Brothers Construction Company. We hope that this publication has made clear for our employees what our aims are and how we intend to achieve them.



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY. POLICY IS TO ENSURE THE RESPONSIBLE MANAGEMENT OF ALL ITS ACTIVITIES. EXCELLENCE IN HSE PERFORMANCE IS ESSENTIAL TO THIS POLICY AND M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL:

- Be a responsible corporate member of society committed to continuous improvement in HSE
 - Provide a healthy and safe work environment for employees
 - Optimize use of natural resources and minimize environmental impact
 - Ensure HSE considerations are integrated into all activities
 - Develop a culture which encourages employees to take personal responsibility for HSE
 - Aim to eliminate all incidents and injuries
-
- **This policy has been adopted by all the employees and activities. Compliance with this policy is mandatory.**



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL PROVIDE SAFE AND HEALTHY WORK ENVIRONMENT FOR ALL EMPLOYEES

Actions

- Assess the workplace hazard and risk from our activities
- Use and maintain appropriate control measures to minimize these risks to employees
- Identify the scale and nature of potential emergencies and put in place formal plans to manage them
- Develop train and routinely validate staff for their HSE duties
- Monitor the health and safety performance of employees

Outcomes:-

- Employees see that HSE considerations are taken seriously by management
- The business is prepared for managing emergencies and incidents in a competent manner
- Working conditions do not have an adverse effect on the health and safety of employees



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL ENSURE HSE CONSIDERATIONS ARE INTEGRATED INTO ALL ACTIVITIES

Actions:-

- Take social, environmental and economic considerations into account when making business decisions
- Provide managers with the HSE data required to support the decision making process
- Provide the M/s Hasnaat & Brothers Construction Company Executive Committee the necessary informations to allow them to carry out a regular management review of
- Overall HSE performance
- Future HSE priorities for business

Out Come:-

- Consideration of HSE issues is seen as an important part of the decision making process.
- The M/s Hasnaat & Brothers Construction Company executive committee is well informed on HSE performance and key risks.
- An increased level of stakeholder confidence in our decision making processes is created.



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL MEET OR EXCEED REGULATIONS, LEGAL REQUIREMENTS AND INTERNATIONAL AGREEMENTS

Actions:-

- Conduct a strategic review of HSE needs, performance requirements and overall risk
- Establish and maintain an HSE management system including a HSE policy based on local legislation and M/s Hasnaat & Brothers Construction Company requirements
- Ensure management units regularly review and report upon their local risk profile, performance and compliance with legal and company requirements and maintain HSE records.

Outcomes:-

- Consistent standards of HSE management apply throughout M/s Hasnaat & Brothers Construction Company
- External authorities can readily understand the approach and assess its HSE performance



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL AIM TO ELIMINATE ALL INCIDENTS AND INJURIES

Actions:-

- Ensure managers have a comprehensive understanding of current incident and injury performance in their area of responsibility
- Investigations all injuries, incidents, cases of occupational illness and any complaints from regulatory authorities or members of public
- Undertake all necessary risk assessments and act upon deficiencies identified
- Create improvement plans to reduce incidents and injuries and review annually

Outcomes:-

- Incidents and injuries are seen as avoidable
- Opportunities to improve are clearly identified
- Performance is measured and transparent
- The reduction in number of incidents and injuries is continuous



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY MINIMIZE ENVIRONMENTAL IMPACT AND OPTIMIZE NATURAL RESOURCES USE

Actions:-

- Develop control mechanism that ensure an ongoing response to risk
- Prevent the generation of waste or if not possible, reduce, re-used and recycle
- Assess the benefits, environment fate and risk of potential products
- Optimize the use of natural resources across all activities and products
- Use approved assessment tools and techniques to create risk profile for new and existing assets

Outcomes:-

- The awareness of risk is a part of our culture
- Resources and management attention are focused on the most significant risks and opportunities
- Waste and emissions are managed responsibly to reduce the burden on natural resources
- The business is able to ensure that its HSE obligations to third parties are not compromised
- The risk of business interruption is reduced to the practicable minimum



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL DEVELOP A CULTURE WHICH ENCOURAGES EMPLOYEES TO TAKE PERSONAL RESPONSIBILITY FOR HSE

Actions:-

- Ensure all employees have clear HSE accountabilities and objective aligned to the policy
- Positive recognition for individuals demonstrating personal responsibility for HSE
- Managers actively demonstrates their commitment to the M/s Hasnaat & Brothers Construction Company policy and commitments
- HSE performance is actively monitored using all data available
- Employees are involved in incident investigations and the development of improvement plans

Outcomes:-

- Employees believe that HSE is a critical aspect of their life inside and outside work
- Employees accept personal responsibility for their own health and safety



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL BE A RESPONSIBLE CORPORATE MEMBER OF SOCIETY COMMITTED TO CONTINUOUS IMPROVEMENT TO HSE

Actions:-

- Promote continuous improvement through the use of performance measures, benchmarking and key success factors.
- Maintain HSE systems so that they are capable of being independently verified
- Formulate targets and objectives to deliver M/s Hasnaat & Brothers Construction Company HSE objectives
- Actively demonstrate individual and collective commitment in preventing harm to employees, the environment and the communities in which we operate

Outcomes:-

- Engagement with the communities local to offices and facilities
- Ability to monitor progress



M/S HASNAAT & BROTHERS CONSTRUCTION COMPANY WILL OPENLY COMMUNICATE HSE PERFORMANCE AND ENTER INTO DIALOGUE WITH INTERESTED PARTIES

Actions:-

- Communicate M/s Hasnaat & Brothers Construction Company HSE policy clearly to all employees
- Provide informations to our equipments, our HSE commitments, performance and approach both internally and externally
- Actively consult and involve staff on HSE matters
- Establish dialogue with local communities and other interested parties where M/s Hasnaat & Brothers Construction Company's operations are conducted

Outcomes:-

- HSE performance is shared and recognized inside and outside the company

