

HEALTH SAFETY AND ENVIRONMENT (HSE) POLICY

At ALMAEER, we are committed to maintaining a safe, healthy, and environmentally responsible workplace. We believe that the well-being of our employees, contractors, visitors, and the protection of the environment are fundamental priorities. Therefore, we have established the following Health, Safety, and Environment (HSE) Policy to guide our operations:

Health and Safety Commitment: ISO 45001:2018

- a. We are dedicated to providing a work environment that is free from recognized hazards. The health and safety of our employees, contractors, and visitors are of paramount importance to us.
- b. We will comply with all applicable laws, regulations, and standards related to health and safety. We will also strive to exceed these requirements whenever possible.
- c. We will provide training, resources, and support to ensure that all individuals are knowledgeable about their roles and responsibilities in maintaining a safe work environment.
- d. We will actively promote a culture of safety, encouraging open communication, reporting of hazards, near misses, and accidents, and learning from incidents to prevent their recurrence.

Environmental Stewardship: ISO 14001:2015

- a. We are committed to minimizing the impact of our operations on the environment. We will comply with all relevant environmental laws, regulations, and standards.
- b. We will strive to conserve natural resources, reduce waste generation, and promote recycling and reuse practices.
- c. We will implement measures to prevent pollution, manage hazardous substances appropriately, and seek opportunities for sustainable practices throughout our operations.
- d. We will periodically assess our environmental performance and set objectives and targets to continuously improve our environmental management systems.

Continuous Improvement:

- a. We are dedicated to continually improving our HSE performance. We will establish and review objectives and targets to drive our efforts in health, safety, and environmental management.
- b. We will monitor and measure our HSE performance, and through regular assessments and audits, we will identify areas for improvement and implement necessary corrective actions.

- c. We will promote a learning culture by sharing best practices, providing appropriate training, and fostering employee involvement and engagement in HSE initiatives.

Stakeholder Engagement:

- a. We will communicate our HSE Policy to all employees, contractors, visitors, and other relevant stakeholders. We will ensure its understanding, implementation, and accessibility.
- b. We will actively engage and collaborate with our employees, contractors, regulatory authorities, and the local community to address their concerns, seek feedback, and foster a positive HSE culture.
- c. We will maintain transparent and effective communication channels to share HSE information, lessons learned, and demonstrate our commitment to health, safety, and environmental responsibility.

This HSE Policy serves as a framework for our HSE management systems and will be communicated to all individuals associated with our organization. Compliance with this policy is the responsibility of every employee, contractor, and visitor. We are committed to regularly reviewing and updating this policy to reflect changes in legislation, technology, and industry best practices.

By adhering to this policy, we will create a safe and healthy work environment, protect the environment, and contribute to the well-being of our employees, contractors, and the communities in which we operate.

Rashed Almazrouei
CEO