

HEALTH, SAFETY & ENVIRONMENT POLICY



GULF INDUSTRIAL SERVICES CO GISCO – L.L.C – S.P.C & its Industrial Branch is committed to take foremost account towards the protection of the environment, prevention of occupational injuries and ill health to its employees and others. GISCO further commits to aligning its operations with recognized environmental and climate-change compliance requirements.

GISCO shall comply with Abu Dhabi and UAE Legal requirements and other requirements; fulfill its compliance obligations; and adopt the best industry practices as they relate to its activities.

GISCO shall achieve these commitments by:

- ❖ Developing and maintaining HSE Management System in line with recognized international standards and Abu Dhabi Occupational Safety & Health System Framework
- ❖ Setting, monitoring and reviewing HSE objectives and targets that continually improve the HSE Management System and enhance HSE performance
- ❖ Allocating necessary resources including competent personnel, trainings, equipment, and personal protective equipment to safeguard employees
- ❖ Carrying out appropriate hazard and aspect identification, HSE risk/ impact assessments, and eliminating hazards/ aspects or implementing control measures to manage HSE risks/ impacts to As Low As Reasonably Practicable level
- ❖ Identifying potential emergency situations at the workplace and developing effective emergency preparedness and response plans
- ❖ Protecting the environment by preventing pollution, managing waste, improving energy efficiency and conservation of natural resources
- ❖ Ensuring adherence to applicable environmental and climate-change compliance requirements to minimize GISCO's contribution to climate impacts
- ❖ Enhancing employee health and wellbeing by providing suitable welfare facilities and health programs
- ❖ Emphasizing consultation and participation with workers and/or their representatives
- ❖ Nurturing safety culture by encouraging employees to report all HSE incidents and empowering employees to '**STOP WORK**' if significant unsafe conditions arise during work
- ❖ Recording, investigating and analyzing incidents to identify causes and capture lessons learnt
- ❖ Carrying out regular audits and other HSE performance reviews on the effectiveness of its HSE Management System

A handwritten signature in blue ink, appearing to read "Mahmoud Fathi", written over a horizontal line.

Mahmoud Fathi
General Manager

GISCO will effectively communicate this policy across the company and interested parties. GISCO will also periodically review it to ensure its relevance and achieve continual improvement