

Nesaj

# NESAJ Health, Safety and Environment (HSE) - Policy

NESAJ-PMC-HSE-001

## NESAJ Health, Safety and Environment (HSE) Policy

At NESAJ, our commitment to Health, Safety and the Environment (HSE) is absolute and will never be compromised for commercial, financial or operational gain. We are dedicated to achieving the highest standards in protecting people, assets and the environment, guided by a proactive and preventive approach.

This policy reflects NESAJ's purpose and the nature of our operations. It supports our strategic direction and underpins our drive for excellence across all projects and activities.

We firmly believe that every incident is preventable. Safety is an integral part of our culture and embedded in all business decisions. Every employee is responsible not only for their own safety but also for the safety of their colleagues. We promote a shared culture of responsibility by encouraging open consultation and active participation at all levels, ensuring everyone is involved in matters affecting their health, safety and the environment.

Recognizing that health and safety extend beyond the workplace, NESAJ is committed to promoting safety awareness and wellbeing in all aspects of life. We actively support our personnel in maintaining safe behaviors and healthy lifestyles outside the work environment, reflecting our care for their overall wellbeing.

This policy provides the foundation for establishing HSE objectives and measurable targets, which are regularly reviewed to ensure continued alignment with our strategic goals and performance expectations.

In support of this policy, NESAJ commits to:

- Preventing injury, ill health and environmental harm to employees and all individuals impacted by our activities. We continuously improve our occupational health, safety and environmental (HSE) management system and performance through active leadership, planning and review.
- Identifying and evaluating the environmental aspects of our operations and working to prevent or minimize adverse impacts through early intervention and sustainable practices.
- Complying fully with all applicable legal requirements, regulations, standards and relevant codes of practice relating to occupational health, safety and the environment.
- Conducting thorough, forward-looking risk assessments to identify hazards and environmental risks, and establish prioritized, measurable actions to eliminate or reduce them.
- Providing clear information, instruction, training and supervision to enable employees to perform their work safely and contribute positively to their own health, the safety of others, and the protection of the environment.
- Actively engaging employees in HSE matters through consultation and participation, addressing their concerns and fostering a culture of transparency, inclusion and accountability.
- Allocating appropriate resources to maintain safe working conditions and to support the effective implementation, operation and continual improvement of this policy.
- Investigating all incidents and near misses promptly and thoroughly, learning from them to enhance our systems reduce risks and prevent recurrence.

This policy is communicated to all employees and relevant stakeholders and is made available to external parties upon request. It is reviewed at least annually, or when significant changes occur, to ensure it remains relevant, effective and aligned with NESAJ's values and ISO 45001:2018 requirements.



**Khalid Taleb Aldossary**

**Chief Executive Officer**