

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

ASEC Automation (ASA) recognizes its moral and legal responsibilities under occupational health and safety (OH&S) and environmental legislation to provide a safe and healthy work environment. ASA adopts, implements, and maintains an Integrated Management System that fulfils the requirements of international standards ISO 14001:2004 and OHSAS 18001:2007. ASA commits to comply with the requirements of these standards in order to accomplish its targets with no injuries and no life threatening accidents. This commitment means that ASA will:

- Provide a safe and healthy workplace and working environment for all, including employees, contractors, customers, visitors, neighboring facilities and community.
- Provide training to enable all employees to work safely.
- Comply with all applicable occupational health & safety (OH&S) and environmental legislations and standards.
- Set annual Health, Safety and environmental performance objectives that are reviewed periodically for continual improvement of the Management System.
- Provide support and assistance for employees.
- Promote the culture where all employees are committed to this HSE policy and contribute to its principles.
- Consult with staff and stakeholders where relevant to enhance the effectiveness of procedures.
- Provide adequate resources to aid employees in fulfilling their responsibilities.
- Conduct investigations into all reported incidents.
- Ensure that appropriate returns to work programs are in place.
- Provide and monitor arrangements for safe use, handling, storage, and transport of equipment and materials.

All employees, irrespective of their position, will:

- Take reasonable care to ensure that good health and safety procedures are implemented at all times.
- Identify and support measures to eliminate or minimize unsafe conditions.
- Assume personal responsibility for their own safety and for those of other work colleagues by always operating in a safe and appropriate manner.

ASEC Automation reviews this policy periodically, and makes it available to all employees, stakeholders, interested parties, and public.

**Chief Executive Office**

**Michel Kornienko**

A blue ink signature of Michel Kornienko is written over a circular red seal. The seal features a gear-like border with the text 'ASA' in the center, 'ASEC AUTOMATION' around the inner edge, and Arabic text 'شركة أسيك للأتمتة' (Al-Sayik Automation Company) around the outer edge.