

HOT Engineering & Construction Co., a leading EPC contractor, is fully committed to conducting all its work in a manner that provides maximum protection to people, facilities and the environment and to the prevention of injury and ill health. A safe working environment shall be insured for employees, customers, subcontractors and others associated with the company's locations and worksites.

This policy has been developed based on our firm belief that Health, Safety & Environmental objectives shall be given the highest priority.

HOT is committed to achieving this by:

- Developing and maintaining a Health & Safety (H&S) Management System. This shall be reviewed periodically to ensure it remains updated, legally compliant and relevant.
- Planning and performing work in accordance with the H&S Management System.
- Fostering a work environment where safety awareness, knowledge and responsibility are encouraged at all levels of the organization.
- Ensuring that employees are adequately trained in H&S issues.
- Ensuring machinery and equipment used on projects is in safe working condition, and operated by qualified and trained personnel.
- Monitoring and reviewing safety performance of employees and subcontractors.
- Complying with statutory obligations and duties, and client's H&S directives.
- Cooperating fully with clients, statutory authorities, and relevant local communities.
- Ensuring continual improvement of processes and procedures based on feedback, expectations of interested parties and audit findings.
- Continual improvement of the Health and Safety Management System by ensuring the risks and opportunities that can affect our HSE Objectives and the ability to enhance our HSE performance are determined and addressed.
- Top Management is fully committed and involved to ensure our Health and Safety Management System's continuing suitability, adequacy, effectiveness and alignment with the context and strategic direction of HOT ECC.

All of us, through a coordinated effort, shall work to maintain a **SAFE WORK ENVIRONMENT**. We shall strive to be a leader in safety management, and to demonstrate behavior recognized by our clients. This policy shall be available to all interested parties as well as the company's workforce.

We all take pride in everyone returning home safely, everyday.



Jamal Al-Houti
Chief Executive Officer

Date: 01st November 2017