



HEALTH & SAFETY POLICY

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 all other stake holders associated with the company's locations and worksites.

This policy has been developed based on our firm belief that Health and Safety objectives shall be given the highest priority. This will be delivered by implementing and maintaining a Health and Safety Management system in compliance with ISO 45001:2018.

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 the consultation and participation of workers at all applicable levels and functions for the improvement of Health and Safety Management System.
- Ensuring machinery and equipment used on projects is in safe working condition, and operated by qualified and trained personnel.
- Identify, eliminate all potential OH&S hazards and reduce the OH&S risks with proper control.
- Monitoring and reviewing safety performance of employees and subcontractors.
- Complying legal and other contractual requirements.
- 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.
- Standard measures for protecting workers from exposure and infection in all epidemic situations.
- 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 accountable to promote a safety culture, achieve the policy, continual improvement and involved to ensure our H&S Management System's continuing suitability, adequacy, effectiveness and alignment with the context and strategic direction of HOT.

These objectives shall be achieved through Company's Integrated Management System which complies with ISO 45001:2018.

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.

A blue ink handwritten signature, appearing to read 'Jamal Al-Houti', is written over a horizontal line.

Jamal Al-Houti
Chief Executive Officer

Date: 17.05.2021

SP/1.6/0521