

	EHS POLICY	Doc. No.	IMS-PMO-EHSP-PI-25	
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	NHL Project Management Office		Issued. No.:	1
			Page:	1 of 1

EHS POLICY OBJECTIVE:

This policy enables and enforces firm commitment by management and employees aiming an effective risk identification program to embed stewardship among stakeholders towards environment, health, safety and welfare of employees, business partners, visitors and anyone who may be affected by our business operations.

Ultimate objective of the policy is that organization must ensure all work activities are being performed safely.

RESPONSIBILITIES:

Management team Responsibilities.

- Provision of equal opportunity of growth for all employees for their mental and social well-being.
- Availability of complete EHS manual facilitated with Policies, procedures, and work instructions.
- Adequate governance through professional knowledge, method statement and risk assessment.
- Program of Skill assessment, Improvement, and certification for employees and contractors.
- Well Maintained and safe Equipment, Machines, and tools.
- Ensuring welfare facilities as per state regulations.
- Risk identification and Response program.
- Provision of safe working environment.
- Free and fair safety Information system to make sure that all workers are safe from injury and risks.

Field staff responsibilities.

- Ensuring their effective role for maintaining EHS conditions at workplace through complying with instructions.
- Comply with safe work practices, aiming personal safety, protecting others, and securing properties against any potential damage.
- Respecting work procedures, safe work practices and performing tasks with right skillset and right tools.
- Wearing recommended personal protective equipment.
- On-time and accurate report of near miss, incidents, and accidents to prevent in future.

"Visitors and business partners are expected to comply with NHL's EHS Policy, along with the assigned procedures of our valued customers. This ensures that workplace EHS conditions are upheld at all times."

OBLIGATIONS AND COMMITMENT:

Management of NHL is committed to implement and practice applied EHS regulations aiming all work activities to be carried out safely and to reduce occupational risk associated with Conditions, workers, contractors, visitors, and anyone else who may be affected by our operations.

We have firm belief in continual improvement in all the areas of EHS and employees' wellbeing in accordance with the local and global regulations.

This policy declares that EHS has fundamental preference over every business function of the Group.

Policy authorised by:



Mustafa S. Ali
Chief Executive Officer