



HEALTH, SAFETY & SOCIAL, ENVIRONMENT POLICY

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LEADERSHIP & COMMITMENT

PLANNING

RISK MANAGEMENT

IMPLEMENTATION

COMPETENCY

OBJECTIVE & KEY PERFORMANCE INDICATORS

MONITORING & REVIEW

SOCIAL RESPONSIBILITY

- DEDICATION TO ZERO INCIDENT, ENVIRONMENTAL POLLUTION, WORK RELATED ILLNESSES, AND SOCIAL DISPUTE
- KEEP HEALTH, SAFETY, ENVIRONMENT AND SOCIAL RESPONSIBILITY AS A VALUE
- ENSURE TOP-DOWN HSSE COMMITMENT
- PROMOTE CONTINUOUS IMPROVEMENT
- DEFINE AND COMMUNICATE ROLES AND RESPONSIBILITIES
- ALLOCATE REQUIRED RESOURCES
- ENSURE NON-DISCRIMINATORY AND RESPECTFUL WORKING ENVIRONMENT
- ENSURE SAFE WORKING ENVIRONMENT IS PROVIDED
- BEING ACCOUNTABLE FOR HEALTH, SAFETY, ENVIRONMENT, AND SOCIAL RESPONSIBILITY

- ASSESS INTERNAL AND EXTERNAL ISSUES
- EVALUATE RISKS AND OPPORTUNITIES
- COMPLY WITH ALL APPLICABLE LAWS, REGULATIONS AND REQUIREMENTS
- PROTECT ENVIRONMENT AND AFFECTED COMMUNITIES
- MAINTAIN SUSTAINABILITY
- APPROPRIATE PLANNING TO ACHIEVE OBJECTIVES AND KPIs

- MAINTAIN RISK BASED THINKING
- PROMOTE PROACTIVE APPROACH
- IDENTIFY, ELIMINATE AND MINIMISE ALL HAZARDS, RISKS, ENVIRONMENTAL AND SOCIAL IMPACTS
- IDENTIFY POTENTIAL EMERGENCY AND CRISES SITUATIONS
- REDUCE RISK OF EMERGENCY

- EXECUTE WORK ACTIVITIES IN COMPLIES WITH HSSE MANAGEMENT SYSTEMS
- USE NATURAL RESOURCES EFFICIENTLY
- MANAGE EMERGENCY SITUATIONS, PERFORM DRILLS TO TEST EMERGENCY RESPONSE
- PROVIDE SAFE TOOLS & EQUIPMENT
- ENSURE CORRECT DOCUMENTATION AND EFFECTIVE REPORTING IN PLACE
- INVOLVE SUBCONTRACTORS INTO HSSE MANAGEMENT SYSTEM

- INFORM EMPLOYEES ON HSSE POLICY
- PROVIDE HSSE TRAININGS
- CONSULT WITH EMPLOYEES REGARDING HSSE MANAGEMENT SYSTEMS
- FOSTER HSSE AWARENESS OF EMPLOYEES
- IMPLEMENT BEHAVIORAL H&S PROGRAMS

- DEFINE AND COMMUNICATE HSSE TARGETS CLEARLY
- INFORM SUBCONTRACTORS ABOUT HSSE OBJECTIVES AND TARGETS

- MONITOR HSSE KPIs AND OBJECTIVES
- ASSESS COMPLIANCE WITH HSSE MANAGEMENT SYSTEMS
- CONDUCT MANAGEMENT REVIEW REGULARLY
- SHARE LESSONS LEARNED AND BEST PRACTICES
- EVALUATE SUBCONTRACTORS HSSE PERFORMANCES
- IMPROVE HSSE MANAGEMENT SYSTEMS INCORPORATING OUTPUTS OF MANAGEMENT REVIEW

- ESTABLISH GOOD RELATIONS WITH PROJECT AFFECTED COMMUNITIES & NEIGHBORS
- IMPLEMENT FAIR AND TRANSPARENT RECRUITMENT PROCESS
- ENSURE EQUAL OPPORTUNITIES AND WORKER WELFARE
- RAISING HSSE AWARENESS IN PROJECT AFFECTED COMMUNITIES



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