

HEALTH, SAFETY & ENVIRONMENT POLICY

REFERANS, is an international contractor with wide-range capabilities in major engineering, procurement, and construction projects. **REFERANS** vision is to meet the expectations of its stakeholders through continuous improvement and to minimize eventual damages to the employees, third parties, properties, and environment during its activities. **REFERANS** commits to provide a safe, healthy workplace, to protect the environment and to act in accordance with below principles.

- Be responsible for health, safety, and environment at all levels of the organization and comply with the related legislation, regulations, standards, and customer requirements,
- Strive to increase employees' contribution, competence, involvement and motivation through consultation and participation of employees to the management systems, in order to provide safe working environment,
- Providing a positive safety culture in which every employee, subcontractor and visitors Feels free to speak up about non-conformances, unsafe situations or any other health, safety, and environmental issues.
- Encourage all employees to have process-based approach and risk-based thinking, through its leaders,
- Ensure the risks and opportunities that can affect people, assets and environment are duly addressed and reasonable precautions are taken to eliminate hazards and reduce the risks,
- Ensure that employees are familiar with related risks, and they take reasonable care of their own health and safety and that of others who may be affected by their activities, by carrying out their duties in a safe manner in accordance with company policies and procedures.
- Identify the potential emergency cases and take actions to be prepared for the same,
- Take all necessary actions to prevent incidents, injuries, and occupational illnesses,
- Give authority and responsibility to all employees to stop unsafe work,
- Protect the environment through the prevention of pollution along with reducing the carbon footprint and conservation of energy and natural resources in order to encourage sustainability,
- Ensure that goods are procured, used, and disposed in compliance with lifecycle perspective, through its own organisation as well as its selected suppliers, to minimise the environmental impact,
- Minimise the production of waste through measures that emphasize reduction, reuse, and recycling.
- Implement grievance mechanism to ensure that the expectations of interested parties are considered, Increase the efficiency of the management systems, monitor continuously, and improve their implementation.