

Occupational Health and Safety Policy

HFE's OH&S policy commits to protect the Occupational Health and Safety of employees, contractors, clients, stakeholders and the communities in which they operate and continuously work to achieve sustainable development through this policy. HFE is dedicated to attaining excellence in Occupational Health and Safety conditions at all our offices & project locations.

Part 1- Statement of Intent

- Adoption of safe work culture at all our project locations and offices
- Identification and mitigation of significant occupational health and safety hazards by practicing effective H&S management system
- Preventing employees, contractors, and interested parties from injury and ill health
- Providing regular HSE training to employees associated with HFE
- Complying with all relevant legal and other requirements applicable to us
- Conducting regular inspection and audits
- Setting up prioritization and action plans to address key health and safety issues of employees and stakeholders effectively
- Establishing quantitative targets to measure and track HSE performance improvements
- Ensuring this policy is communicated and available for employees and other interested parties
- Ensuring reporting of all incidents and investigation to prevent recurrence

Part 2: Responsibility and Accountability

HFE Global Limited expects everyone involved in our activities to take responsibility and be accountable for compliance with this policy, our ESMS, current legislation and all applicable regulatory requirements. The Chief Executive Officer, supported by the Board of Directors, is accountable for the HSE performance of the company.

Part 3: Resource arrangements

HFE Global Limited will provide the necessary resources to support the implementation of our policy commitments and will ensure that its HSE performance and procedures are subject to audit and review.



SRIVATSAN S. IYER

Global CEO