

Title	Health and Safety Policy Statement
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Process Owner	CEO
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Approved By	CEO
Summary	Overarching policy detailing the commitment from Top Management to mitigate all health and safety risks in the work environment.
Classification	Public
Reference	OHSAS18001; ISO45001
Associated Records	H&S Objectives
Issue	2

Change Record

Migration to the ISO Management System.

Health and Safety Policy Statement

The scope of the Health and Safety Management System is detailed in the IMS Scope document on the ISO system.

The objective of this policy is to ensure the health, safety and welfare of Al Fajar Group employees whilst they are at work; and to provide appropriate safeguards for others who may be affected by our business activities, so far as is reasonably practicable.

It is our Policy to ensure that:

The Board Members are committed to measuring and eliminating as far as is reasonably practicable the number of accidents and dangerous occurrences by controlling the Health and Safety risks arising from our work activities. This will be achieved by complying with all relevant legislation and associated codes of practice and to promote a safety culture by:

- ❖ Providing the necessary financial and human resource to ensure as far as is reasonably practicable the health, safety and welfare of all employees and visiting personnel;
- ❖ Undertaking risk assessments to identify and eliminate workplace hazards. This will include DSE, ergonomic desk layout, drivers of company vehicles and manual handling. However, this list is not exhaustive. Where possible maintained mechanical aids will be used by competent persons to avoid manual handling. Employees are trained in manual handling techniques and HSE guidelines are displayed in the relevant areas;
- ❖ Providing appropriate Personal Protective Equipment (PPE) where identified risks cannot be eliminated;
- ❖ Inspecting and maintaining safe plant and equipment. The selection of such equipment is taken by the managers of the area to ensure that it is fit for purpose and that information, instruction and training on such equipment is suitable and sufficient for employees to use. A procedure is in place to ensure the testing, inspection and maintenance of equipment is carried out in a timely manner.
- ❖ Control of Substances Hazardous to Health. Ensuring the safe handling and use of substances by providing the appropriate information, instruction and supervision of employees. Data sheets are provided with the substance and only trained personnel are authorised to use once a safe system of work is in place;
- ❖ Ensuring all employees are competent to undertake their tasks, and to provide adequate training. Drilling and Blasting Engineers will have either Royal Oman Police (ROP) or UAE Blast Licences, office representatives and engineering managers will be trained on supervising staff safely. Nominated persons will be trained in Fire procedures and act as fire wardens in the event of a fire and this will be refreshed on an annual basis. First Aiders will be fully trained and refresher course planned to avoid certification lapsing;
- ❖ Providing where necessary safe systems of work to prevent accidents, and cases of work related ill health;
- ❖ Undertaking workplace inspections to ensure we maintain a safe and healthy working environment. This will include the inspection of the welfare facilities such as bathrooms and rest facilities where an adequate drinks supply is available and to ensure staff can take reasonable breaks;

- ❖ Consulting and communicating with employees on matters relating to Health and Safety, on induction and via notice boards, on the intranet and meetings of local representatives;
- ❖ Appropriate training will be provided for all employees;
- ❖ Our Health & Safety Management System is maintained by a schedule of internal audits carried out by competent internal auditors.

Al Fajar Group will set, monitor, achieve and review measurable objectives for the maintenance and improvement of its Health & Safety Management System. The ultimate forum for this will be the Management Review.

By implementing the OH&S Management System into Al Fajar Group we ensure compliance with the OHSAS 18001:2007 OH&S Management System.

The requirements of this standard are one part of our ISO Management System (IMS).

Approved By: Sreekumar Nair

Title: CEO

Date: 12/09/2018