

HEALTH, SAFETY, AND ENVIRONMENTAL POLICY

HENCH AND HADDOCK LIMITED operate with the highest **HEALTH SAFETY AND ENVIRONMENTAL** standards throughout its organization. This Policy statement clearly defines our commitment in a manner that protects the health, safety and welfare of our employees, partners, clients and stakeholders and the environment.

HENCH AND HADDOCK LIMITED recognize excellent HSE Performance as a core part of our operational success. Our purpose is to achieve zero injury, damage to assets and harmful to the environment.

Management's Commitments to achieve these by ensuring

- We comply with all applicable HSE laws & regulations, industry standards, as well as maintain a consistent and transparent dialogue with authorities, and other stakeholders.
- Line Management accountability for HSE concerns and personal contributions of all employees.
- Monitoring health and safety of all employees ensuring physical ability to perform their activities in a safe manner.
- Ensure that all personnel are competent, trained and adequately supervised to perform their work safely.
- Our operations are aligned to our HSE policies.
- Implement effective HSE management System to identify workplace hazards, assess risks and implement controls to eliminate or reduce risk.
- Prevent pollution and minimize environmental impacts.
- Protect biodiversity, ecosystem and local communities affected by our operations.
- Encouraging the reporting of all incidents, near misses, unsafe acts and conditions.
- Establish and maintain emergency response plan for all operations.
- Ensure that contractors, subcontractors and suppliers adhere to our HSE requirements and standards.
- Periodically review HSE performance and management systems to drive continual improvement.

ALL management and employees of HENCH AND HADDOCK LIMITED are mandated to participate and comply with HSE initiatives and exercise individual responsibility for their own safety, the safety of others, and protection of assets and environment.

IWE HENRY

Managing Director/CEO

20/08/2025

