

## HEALTH AND SAFETY, ENVIRONMENTAL POLICY

HSEPro is committed to uphold high standards of Health and Safety, Environmental (HSE) Management System in the delivery of our services. We recognize and accept the moral and legal responsibilities to our employees, trainees, trainers, clients, visitors and all individuals involved in our operations; and to conduct our activities in such a manner as to safeguard the natural environment, minimize negative impacts, and contribute to pollution control.

This policy is set forth as a framework for establishing, monitoring and evaluating our HSE objectives and targets. It is HSEPro's policy to:

- Provide safe and healthy working conditions for the prevention of work related injury and ill health and is appropriate to HSEPro and to the specific nature of its HSE risks and HSE opportunities, scale and environmental impacts of HSEPro activities, and services.
- Protection of the environment, including prevention of pollution and other specific commitments relevant to HSEPro.
- Comply with Health and Safety, Environmental (HSE) statute legislations and compliance obligation and adopt or formulate other relevant HSE policies to fulfill our policy.
- Establish, implement, audit and maintain an HSE management system.
- Communicate requirements to staff, clients, partners and visitors.
- Identify and manage workplace and environmental hazards and risks proactively and eliminate hazards and reduce HSE risks.
- Measure and evaluate HSE performance regularly to achieve continual improvements and to benchmark best in class status.
- Provide appropriate HSE training, information and supervision for faculty, staff and students to work safely and reduce HSE risks at source.
- Report and investigate promptly all incidents and accidents to determine the root cause and take appropriate actions to prevent recurrence.
- Implement adequate consultation and workers participation to increase HSE culture.
- Instill the sense of shared stewardship of HSE matters among faculty, staff and students; and provide appropriate resources to achieve these objectives.

The Executive Director is committed to ensuring the implementation and continual improvement of HSE Management System by complying with statutory and regulatory requirements, adapting the best HSE practices in training services and the international standards ISO 45001:2018, and ISO 14001:2015.

This policy is communicated to all employees and relevant stakeholders to ensure their cooperation and full compliance. Further, this policy should be reviewed regularly to keep it relevant and up to date.

  
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Executive Director  
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