

# HSE Policy

Health, Safety and Environment (HSE) Management Plan GD05

## Commitment

All ORS Employees and Suppliers are committed to achieving the highest standards of HSE. The commitment includes, but is not limited to: all persons who may be affected by the activities associated with our activities, and the environment from accidental emissions, harm, and/or damage. In support of these aims, the ORS management team will set and maintain high standards for the protection of people and the external environment in all project-related activities.

## Policy & Strategic Objectives

The HSE policy supports ORS's vision of contributing to a safer world through risk management. Strategic objectives include:

- Zero incidents/accidents, harm to personnel and environmental impact
- Promoting well-being and safe working conditions
- Encouraging every employee to take personal responsibility for HSE
- Minimizing waste and environmental damage

Responsibility is shared across leadership and staff, with Country Managers ensuring local compliance and employees expected to uphold HSE standards.

## Risk Management & Environmental Practices

ORS identifies risks in travel, office, destination, and remote work settings. Key risks include travel accidents and emissions, poor ergonomics, disease, fire and unsafe remote work conditions. Mitigation measures include:

- Promoting digital meetings and public transport
- Following travel advisories and conducting risk assessments
- Enforcing fire safety and zero tolerance for drugs/alcohol
- Supporting remote workers with proper tools and guidance

Environmental goals focus on paperless operations, reducing power and water waste, limiting travel pollution and responsible usage and recycling of equipment and working supplies.

## Implementation & Oversight

HSE is managed through the HSE Plan and Employee Handbook. Key practices include: annual internal audits (Q4), confidential reporting of non-conformances and if HSE goals are not met, a formal risk assessment is initiated to address gaps and improve performance. Audits are led by an appointed auditor and findings are reviewed and followed up by Country Managers and Managing Director.