HEALTH, SAFETY AND ENVIRONMENT POLICY

To be recognized as a world class performer in the field of Health, Safety & Environmental Management Engro will:

• Conduct its business in a manner that protects the health and safety of employees, contractors, others involved in our operations and the community in which we operate.
• Continuously improve environmental performance to achieve sustainable development.
• Strengthen its business by making Health, Safety & Environment (HSE) considerations an integral part of all business activities.
• Comply with all laws & regulations.
• Practice transparent public reporting of the HSE performance.
• Ensure that HSE is a major responsibility of appropriately trained, empowered & accountable employees & management.
• Promote a culture of learning & practicing HSE management among employees and contractors.
• Encourage off the Job HSE awareness among employees and families.
To achieve these objectives, Engro shall:

**Health**
- Identify and evaluate health risks related to its operations that potentially affect its employees, contractors or the public.
- Implement programs and appropriate protective measures to control such risks, including appropriate monitoring of its potentially affected employees. Carry out pre-employment and periodic medical check-up of its employees.
- Provide or arrange for medical services necessary for the treatment of employee occupational illness or injuries and for handling medical emergencies.

**Safety**
- Implement a rigorous system of Process Safety Risk Management
- Institutionalize behavioral safety practices using the Personnel Safety Management system.
- Keep abreast of the latest international codes, standards and practices and adopting the same where applicable.

**Environment**
- Comply with all applicable environmental laws, regulations and apply responsible standards where law and regulations does not exist.
- Conserve natural resources & energy by continuously improving our processes and measuring performance.
- Continuously improve our processes to minimize pollution and waste.