



[HEALTH SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM POLICY]

AYKA prioritizes the Environment, Health, Safety, and Welfare of its staff, recognizing them as paramount for efficient operations. We are dedicated to conducting our activities in a manner that safeguards our staff and minimizes the impact on the work environment, thereby protecting both local and global ecosystems.

To minimize environmental impacts and reduce risks associated with our services, we pledge to:

- Ensure our business strategy and processes comply with applicable legal and regulatory requirements.
- Ensure that our operating system is developed to comply with standard Environmental Health and Safety requirements.
- Ensure implementing sustainable policies and controls to provide a safe and healthy work environment to prevent accidents, injuries, illnesses, and pollution, while also reducing waste and optimizing resource consumption.
- Ensure implementing programmes to educate, train, and motivate employees to perform tasks in a well-protected and environmentally responsible manner, ensuring continuous professional development is core to our business goals.
- Continually improve our Organization's Health Safety Environmental Management system through effective mechanism for establishing target, achieve & reviewing HSE objectives.
- Encourage and facilitate effective participation and consultation of employee representatives with Management.

AYKA is committed to the continual improvement of HSE performance. This policy will be communicated to all staff and clients and made available to the public through selected media channels.



Eng. Mohammed Abdulhalim Muwahid
[GENERAL MANAGER]