SOLUTIONS FOR EFFICIENT ENGINEERED DESIGN (PVT) LTD

HEALTH, SAFETY & ENVIRONMENTAL (HSE) POLICY

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Building 1, Civic center, Phase 4, Bahria town, Islamabad, Pakistan.

1. Introduction

Solutions for Efficient Engineered Design (Pvt) Ltd ("the Company") operates in the fields of Steel Structures, Engineering Equipment, Construction Services, and Supply of Construction Materials.

We acknowledge our responsibility to protect the health and safety of our employees, contractors, clients, and visitors, as well as to minimize the environmental impact of our operations.

This HSE Policy establishes our commitment to conducting all activities in a safe, sustainable, and socially responsible manner.

2. HSE Objectives

The objectives of this Policy are to:

a. Provide a safe and healthy working environment for all persons under our care.
b. Prevent workplace accidents, injuries, and illnesses.
c. Ensure that our construction and engineering activities do not cause harm to the environment.
d. Comply with all applicable national laws, international standards, and contractual obligations.
e. Foster a culture of safety, accountability, and continuous improvement across the organization.

3. Health & Safety Commitments

The Company is committed to:

- Conducting hazard identification and risk assessments before starting any work.
- Providing safe systems of work for all construction and engineering activities.
- Ensuring the maintenance and safe use of machinery, tools, and equipment.
- Delivering mandatory safety inductions and regular toolbox talks for all employees and contractors.
- Supplying and enforcing the use of Personal Protective Equipment (PPE).
- Establishing and practicing emergency response procedures for fire, accidents, spills, and natural hazards.
- Reporting, recording, and investigating all incidents, accidents, and near-misses to prevent recurrence.
- Providing appropriate first aid facilities and trained personnel at all sites.
- Preventing hazards related to working at heights, lifting operations, confined spaces, welding, electrical works, and chemical handling.

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4. Environmental Commitments

Solutions for Efficient Engineered Design (Pvt) Ltd recognizes its responsibility to minimize its environmental footprint and is committed to:

- Complying with all environmental laws and regulations in Pakistan and international standards where applicable.
- Preventing pollution of air, water, and soil during construction, engineering, and material supply activities.
- Promoting efficient use of natural resources such as raw materials, water, and energy.
- Implementing waste management plans to reduce, reuse, and recycle construction waste.
- Ensuring safe handling, storage, and disposal of hazardous materials.
- Reducing greenhouse gas emissions by encouraging energy-efficient equipment, logistics, and transportation.
- Protecting biodiversity by avoiding ecological damage at construction and project sites.
- Conducting environmental impact assessments (EIA) where required.

5. Responsibilities

Management Responsibilities:

- Provide adequate resources to implement and maintain this HSE Policy.
- Appoint competent persons to oversee HSE matters.
- Ensure regular training, audits, and reviews of safety and environmental practices.
- Lead by example in promoting a culture of safety and sustainability.

Employee Responsibilities:

- Follow all safety procedures, instructions, and training.
- Wear PPE at all times when required.
- Report unsafe conditions, hazards, or environmental issues immediately.
- Avoid misuse of safety systems, equipment, or environmental controls.

Contractor & Visitor Responsibilities:

- Contractors must comply with Company HSE standards and provide evidence of their own HSE compliance.
- Visitors must follow all site safety rules and be accompanied by authorized personnel.

6. Training & Awareness

- All employees shall receive HSE training at induction and periodic refresher sessions.
- Specialized training will be provided for high-risk activities (e.g., crane operation, chemical handling, scaffolding, electrical work).
- Awareness campaigns, workshops, and toolbox talks will be conducted to reinforce safe and sustainable practices.

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7. Monitoring, Auditing & Continuous Improvement

- The Company shall carry out regular site inspections and audits to verify compliance with this Policy.
- Performance indicators (accident frequency rates, waste reduction targets, energy usage) will be monitored.
- Non-conformities will be investigated, and corrective actions implemented.
- This Policy shall be reviewed annually or following any major incident, regulatory change, or organizational expansion.

8. Commitment

This HSE Policy reflects the Company's commitment to Occupational Health & Safety and Environmental Management principles.

Approval

This Health, Safety & Environmental (HSE) Policy has been approved by the Management of Solutions for Efficient Engineered Design (Pvt) Ltd.

Signed: _____

Name: ZAMMAR SHAHID

Designation: CEO

Date: 28-August-2025