

1. Health, Safety & Environment Policy

1.1 PURPOSE

The purpose of this policy is to express PTCL Group's commitment to providing a safe, healthy, and environmentally responsible workplace through the development, implementation, and continuous improvement of our HSE management system and programs.

1.2 SCOPE

This policy is applicable to all PTCL Group facilities and operations, including all employees, service providers, visitors, and the communities in which it operates in line with e& Group HSE policy and procedures.

1.3 GUIDELINES

Providing leadership and resources to ensure the effective implementation of HSE policy and management system through clearly defined roles, responsibilities, and accountabilities.

- ⦿ HSE is everyone's responsibility with equal importance as all other business processes and our people managers are expected to demonstrate commitment and leadership.
- ⦿ We establish specific goals, measure, and benchmark our progress, and hold ourselves accountable with regards to HSE at all levels/for all employees and service providers including OSP.
- ⦿ We provide training, education & awareness to our employees & Outsourced Service Providers and their staff and ensure to onboard trained and competent service providers so that they are fully aware of their Health, Safety and Environment Risks & associated controls and own actions to mitigate them proactively, both individually and collectively.
- ⦿ Developing a comprehensive process for selection of service providers and suppliers that align to the group's health, safety & environment requirements and we expect all our suppliers, vendors, and service providers to adhere to this policy and all procedures of PTCL Group in true spirit.
- ⦿ We believe and implement Zero tolerance mindset in letter and spirit on any violations of our HSE Framework (policy, procedures, and guidelines)

Integrating Health, Safety, and Environment requirements in all activities and operations by implementing a comprehensive Integrated Management System.

- ⦿ We consider HSE as key to profitable and sustainable business management at PTCL Group.
- ⦿ We promote a "don't look the other way" culture to raise awareness, ownership, and actions for all HSE related risks & opportunities.
- ⦿ We commit to complying with all applicable legal and regulatory requirements, including international standards & best practices for effective and continually improving management system beyond compliance.

Preventing accidents, incidents, and environmental impacts by proactively identifying and managing potential hazards, impacts, and risks.

- ⦿ We firmly believe that all accidents are preventable.
- ⦿ Everyone who works with PTCL Group should work and return home in good mental and physical health.
- ⦿ Identifying potential risk of activities, including risk associated with extreme weather event and climate change, and keeping the risk to as low as reasonably practicable - ALARP is a priority.
- ⦿ We are committed to inclusion, consultation and participation of all employees through motivation & awareness.

Proactively assessing environmental impacts of our activities, conserving natural resources, preventing pollution, committing to protecting biodiversity, reducing carbon footprint, and supporting efforts to combat climate change.

- ⦿ We commit to minimizing adverse impacts on the environment and to use natural resources wisely in our activities.
- ⦿ We commit to fulfilling our responsibility in line with the relevant Sustainable Development Goals (SDGs) 2030

Promoting the well-being of our employees and providing a safe and healthy workplace for all.

- ⦿ We promote the health and wellbeing of all our employees through better working conditions coupled with various health and wellbeing initiatives.

OCT 3, 2024

DATE



President & GCEO