



H&L management recognizes the fact that there can be no meaningful progress without strong management support. We therefore regard HSE as part of a line managers' daily responsibilities alongside schedule financing, productivity and morale.

The Managing Director and the General Manager visit work areas regularly to monitor HSE, wearing the required P.P.E., and discussing HSE with employees and carrying out audits.

The company management holds her HSE meeting quarterly and HSE is also an important agenda on all business meeting. Serious disciplinary action is usually taken for serious and repeated breaches of HSE rules.

Line supervisors are empowered to stop work if they feel that the work is not safe. Adequate funds are always allocated for the creation of safe working conditions.

Good HSE performance is always rewarded and the HSE department is fully staffed with not only experienced personnel but also competent ones.

It is the management's responsibility to ensure that all employees are properly equipped and trained, and to motivate them to work safely.

The right attitude is the key to progress.

Signed for and on behalf of the Management.