

**TECOM Investments**  
**Occupational Health, Safety and Environment**  
**(HSE) Policy**



TECOM Investments is committed to conducting its business in such a way as to achieve HSE leadership and practice sustainable development. We carefully integrate HSE aspects into our strategic business planning and execution processes to enhance organisational performance.

We shall proactively reduce injuries and illnesses, promote occupational health, pursue pollution prevention and waste reduction, encourage re-use and recycling, conserve natural resources and incorporate state-of-the-art HSE practices into our operations.

We shall meet all applicable HSE regulatory requirements, as well as our own HSE management standards.

We shall accomplish this high standard of performance through a resilient HSE management system that provides adequate resources and establishes measurable HSE goals and objectives.

We shall provide relevant HSE information, instruction, training and supervision to employees. Employees have an individual responsibility to follow HSE procedures and participate proactively in our HSE programmes.

We shall communicate applicable information to our interested parties upon request.

We shall evaluate our own HSE performance as well as our suppliers' and promote continual improvement.

We shall review the policy periodically to ensure it remains relevant and consistent to our operations.

**Dr. Amina Alrustamani**  
**Group Chief Executive Officer**  
TECOM Investments Free Zone LLC