



Health, Safety, Security and Environmental (HSSE) Policy Statement

FOSSIL Energy (Pvt.) Ltd. (FEPL) is committed to managing the integrity of its operations and business activities in a responsible manner with due consideration to the health, safety, security and the environment in which we conduct the business.

At FEPL, HSSE includes environmental conservation and protection, sustainable development, occupational health, safety, security of its staff & relevant stakeholders, emergency response preparedness, quality assurance and HSSE management systems.

FEPL HSSE policy is based on sound principles and includes compliance to applicable national and international, industry standards and best practices, managing HSSE with the same value as all business operations and promoting a positive HSE culture within the company. We promote sustainable development, the efficient use of natural resources and energy and respect for the environment. FEPL seeks to achieve the highest level of HSSE management systems.

Our goal is a healthy, safe and clean environment for our employees, visitors, relevant stakeholders and the neighborhoods.

FEL intends to realize the above through the following:

- ✓ Establishing clear HSSE objectives and incorporating them in Business policies, procedures and practices.
- ✓ Having effective, efficient and applied HSSE management system.
- ✓ Seek to continually improve HSE performance by fostering a positive HSE culture.
- ✓ Maintain asset integrity through design, engineering and application of appropriate maintenance, inspection and operational procedures.
- ✓ Conduct regular HSE reviews and audits in order to provide assurance regarding conformance with policy and governing management systems.
- ✓ HSSE is an integral part of every job.
- ✓ Company will provide necessary HSSE trainings and tools but it is the responsibility of each employee and contractor to be aware of policies and procedures.
- ✓ HSSE is part of performance appraisal and reward management.

A handwritten signature in black ink, appearing to read "Shehzad Mohsin", written over a horizontal line.

Shehzad Mohsin
Chief Operating Officer

Dated: 31st March' 2019