

Health, Safety & Environment Management

SAFETY FIRST – NO COMPROMISE,

is a core value of the Sanken group and firmly engrained in our philosophy. We are also committed to uploading the highest standards of quality across our projects and programs, offering innovative solutions and delivering service excellence to our clients.

We strive to reduce risks and protect our people and stakeholders by building a culture where safety is never compromised.

GUARANTEEING HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

- 1 HSE Policy, Vision, Mission, Objectives & Targets.
- 2 Risk management process
- 3 Personal Protective Equipment (PPE)
- 4 Responsibilities and Authorities
- 5 Focused on high potential incidents/ High Risk Activities
- 6 Occupational health and hygiene
- 7 "Permit to Work" system.
 - Lifting works
 - Work at Height
 - Hot work
 - Excavation Works.
 - Confine space Works
 - PTW-High Hazard Electrical Works
- 8 Method Statements and Activity Specific Risk Assessments
- 9 Emergency Response Management.
- 10 Site Inspection, Performance, Monitoring, Audit and Record keeping
- 11 Environmental Management

EVERYONE INVOLVED, EVERYONE TAKING ACTION

Occupational health and safety is of concern to all employees and all employees must be involved.

Every manager must guarantee the health and safety of the employees for whom he or she is responsible. The Health and Safety network has the expertise to help managers with the steps to be taken.

All employees, regardless of seniority, must take care of their own health and safety as well as taking account of the health and safety of people present in their working environment.

Employees must be familiar with operating procedures and safety regulations and comply with them. Materials and tools must be used as intended, and personal protective equipment must be worn correctly.

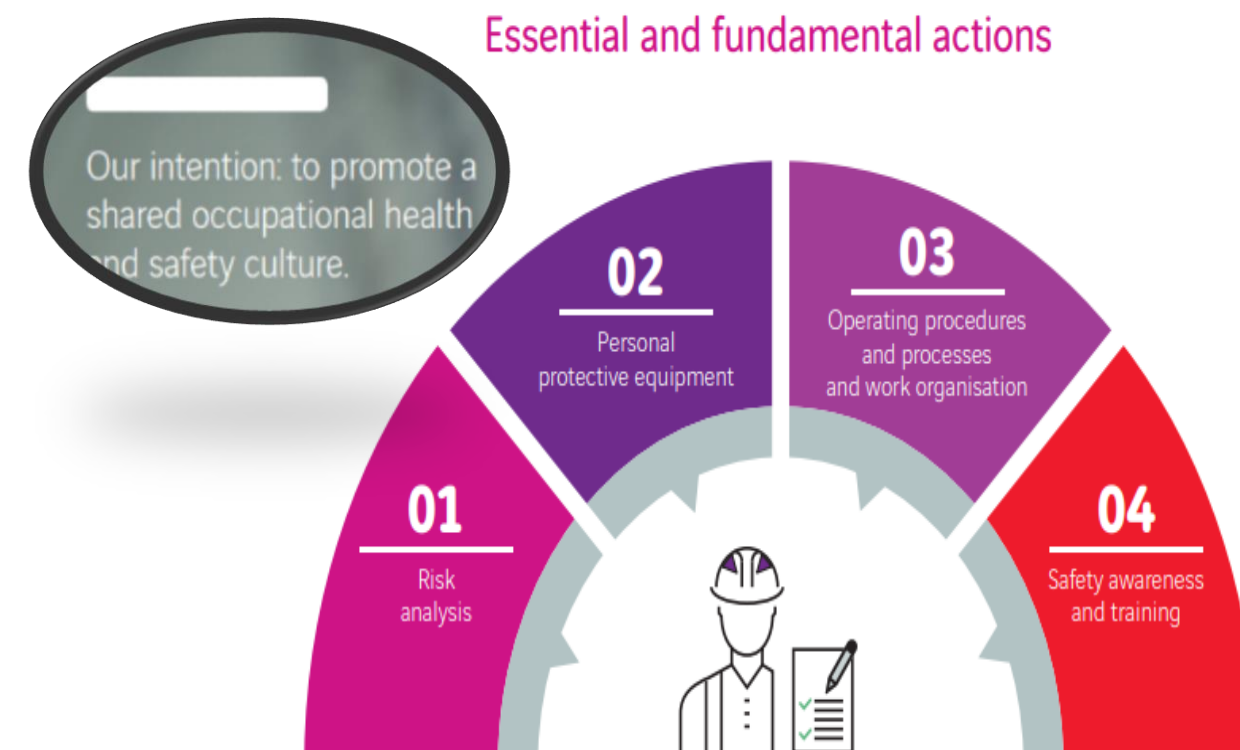
Any situation observed by employees that represents an imminent threat to health and safety must immediately be reported to the employer or to a competent superior. Employees must never be criticised for making such reports.

All possible means of mobilising people's skills, motivation and creative potential to improve health and safety and the working environment must be encouraged and exploited so as to promote a shared culture within the Group and as regards outside companies.

ESSENTIAL AND FUNDAMENTAL ACTIONS - OCCUPATIONAL HEALTH AND SAFETY

OUR ACTIONS

- 1** Acting for the climate
We actively work to reduce our carbon footprint and combat climate change through innovative, long-term strategies.
- 2** Resource Optimization & Circular Economy
We prioritize smart resource management by reducing waste, reusing materials, and promoting sustainable production cycles.
- 3** Preserving Natural Environments
We protect biodiversity and ecosystems by minimizing our environmental impact and promoting conservation.
- 4** Being a Responsible Employer
We foster a fair, inclusive, and supportive work environment that values diversity and promotes growth.
- 5** Respecting Human Rights
We uphold and promote fundamental human rights across all our operations and supply chains.
- 6** Ensuring Health & Safety
We maintain rigorous standards to protect the health and well-being of our employees and stakeholders.
- 7** Partnership with Cities & Regions
We collaborate with local communities and governments to support regional development and sustainable growth.
- 8** Upholding Ethical Principles
Integrity, transparency, and accountability guide all our decisions and business practices.



THESE ACTIONS WILL IMPROVE HEALTH AND SAFETY RESULTS PROVIDED THAT THE REGULATIONS ARE COMPLIED WITH.

KEY INDICATORS

Total Recordable Injuries Frequency Rate (TRIFR) of the Company

TRIFR is calculated as follows:

$$\frac{\text{No of (LTI+RWC+MTC)} \times 1000,000}{\text{Total Man Hours Worked for Reporting Periods}}$$

TARGET

Zero accidents

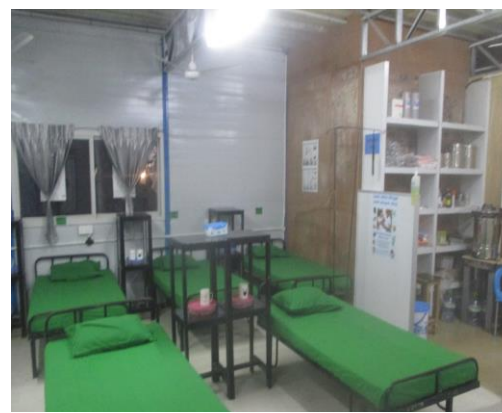
objective for employees, temporary staff and subcontractors

HSE Dash Board					
Lagging & Leading indicators	PROJECTS				
	India	Bangladesh	Maldives	Seychelles	Kenya
Number of work permits raised					
Total Cumulative Man Hours Worked					
Total cumulative Safe Man Hours Worked					
Number of Days worked without LTI					
Man Hours Worked for Month					
Number of staff members					
Number of workers					
Toolbox Talks					
HSE Inspections / Labor Camp Inspections					
PPE Compliance check					
Safe worker / Engineer Recognition Events					
Induction Training / Number of particip					
Medical Treatment Cost (USD)					
Lagging indicators					
Number of Lost Time Injuries					
Number of Recordable Accident					
Number of First Aid Cases					
Number of Environment Hazards arising from Site acti					
Total Recordable Injuries Frequency Rate (TRIFR)					

Photographs of Special Health, Safety & Environment Management Events

HEALTH

Occupational health and hygiene



EMERGENCY MANAGEMENT

Health & Fire Emergency Preparedness

5



ENVIRONMENT

Environment Management

1



SUSTAINABILITY & SOCIAL IMPACT INITIATIVES

Social responsibility

1



Occupational Safety : 12 basic rules for safe construction

1 | Wear Personal Protective Equipment (PPE).

Always wear the appropriate PPE in the workplace such as helmets, safety shoes & boots, high-visibility clothing, goggles... Etc.
Use other PPE such as Full body harnesses, Life Jackets, Mask & Snorkel Set, Face shields, gloves, respirator, earmuffs ... Etc.

2 | Conduct Safety Training

Ensure all workers are trained in safety procedures, hazard awareness, and proper equipment use

3 | Inspect Tools and Equipment

Regularly check that all tools and machinery are in good working condition. Faulty equipment should be reported and repaired.

4 | Follow Signage, Barricades and Notice

Always obey warning signs, safety notices, and respect physical barriers around hazardous areas.

5 | Use Ladders and Erect the Scaffolding Correctly

Only use ladders and scaffolding that are properly arranged according to safety standards.

6 | Prevent Falls from Heights

Use guardrails, Full body harnesses, safety nets, and other fall protection systems when working at heights.

7 | Keep the Site Clean and Organized.

A tidy site helps reduce accidents. Store Materials properly and dispose of waste materials safely according to company standard procedures.

8 | Report Hazards Immediately: If you see something unsafe, report it right away to supervisors to prevent accidents.

9 | Follow Lockout/Tagout Procedures: Before performing maintenance, ensure equipment is properly shut down and locked out to avoid accidental start-up.

10 | Stay Alert with proper work concentration: Never work under the influence of drugs or alcohol. Always stay aware of your surroundings.

11 | Use Proper Lifting Techniques: Avoid back injuries by lifting with your legs, not your back. Use mechanical lifting aids when necessary.

12 | Communicate Clearly

Ensure good communication among team members, especially when moving equipment or during hazardous operations.

These rules form the foundation of a safe work environment and should be enforced and followed strictly on any construction site.





Employees

Our employees are the cornerstone of our success. We build on their expertise and experience. We educate them and move forward together with them. We create a high-quality and safe environment for them and, thanks to their determination, we don't just follow trends, but we create them.



Environmental protection

We care deeply about the environment. We make use of green energy, and we employ the latest environmentally friendly technologies and processes. We use recycled materials where we can.



Social responsibility

We are very serious about always adhering to the principles of a consistent, professional and responsible approach to all our partners and customers as well as to the public. We are equally diligent in protecting the environment and upholding our social responsibility.



Ecology

We design, build and maintain our structures in accordance with the environment. We use green energy, state-of-the-art environmental technological and technical processes, machinery and recycled materials in our construction projects.

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