

OCCUPATION HEALTH & SAFETY (OHS) POLICY

Secure Resources Group (SRG) recognizes that the health, safety, and well-being of our employees, contractors, and stakeholders is not only a legal and moral responsibility but a core business priority. In industries where operations often take place in high-risk, remote, or physically demanding environments, occupational health and safety must be fully embedded into how we plan, execute, and deliver every project.

We are committed to building and maintaining a workplace culture where safety is a shared value, not just a checklist. Every team member, regardless of role or location, has the right to a safe working environment and the responsibility to protect their safety and the safety of others.

Our approach to occupational health and safety is rooted in risk awareness, clear communication, prevention-first thinking, and continuous improvement. SRG is committed to:

- Develop and implement an effective program in compliance with ISO 9001:2015, API Q2 1st edition 2011, ISO 45001:2018, and ISO 14001:2015.
- Complying with all applicable health and safety legislation, standards, and industry best practices in every country where we operate.
- Conducting regular risk assessments to identify, control, and eliminate workplace hazards before work begins.
- Equipping our workforce with appropriate personal protective equipment (PPE), tools, and training based on the demands of their role and environment.
- Maintaining emergency preparedness and response systems in line with the potential risks of each operation.
- Ensuring that work is stopped immediately if a health or safety risk is identified, without fear of blame or retaliation.
- Providing mandatory and ongoing training to employees and contractors on safe practices, hazard recognition, and their role in upholding a safety culture.
- Requiring all subcontractors and service providers to adhere to SRG's safety standards as a condition of engagement.
- Investigating incidents thoroughly, transparently, and constructively to identify root causes and prevent recurrence.
- Documenting and monitoring safety performance using measurable indicators and making timely improvements.
- Promoting physical and mental well-being, stress management, and fatigue prevention across all worksites and offices.

Responsibility for implementing this policy lies with every SRG manager and supervisor. However, a safe working environment depends on shared accountability and open communication. Every employee and contractor have the authority — and the duty — to stop unsafe work and report hazards without hesitation.

This policy is reviewed periodically to ensure that it stays aligned with evolving operational conditions, emerging risks, and changes in applicable laws or regulatory frameworks.

Authorized Signatory

Ayman Bekdash

