1st July 2026

# Health & Safety Policy

Masheed Engineering and Contracting Company LLC firmly believes that Health, Safety, (H&S) are paramount and hold equal status with all other primary business objectives. We are committed to ensuring that all our activities are conducted safely, directly contributing to the efficiency and success of the company.

It is the general policy of Masheed Engineering & Contracting Company LLC to ensure, as far as reasonably practicable, the health, safety, and welfare at work for all our employees. Furthermore, we are dedicated to conducting our operations in a manner that protects all individuals, including those not directly employed by Masheed Engineering & Contracting Company LLC, from any risks to their health and safety.

To facilitate this commitment, our Health, Safety, Management Systems, accredited to ISO 45001:2018 standards, are meticulously documented, implemented, and maintained.

Masheed Engineering & Contracting Company LLC is committed to:

- **Integrated Management System:** Establishing and maintaining an Integrated Management System for Quality, Environmental, and Occupational Health and Safety, based on ISO standards.
- **Compliance:** Adhering to all health, safety, and statutory, legal, and other requirements, as well as client-specific mandates.
- **Workplace Safety:** Taking all reasonable measures to ensure the health and safety of all personnel at construction sites.
- **Injury and Illness Prevention:** Preventing all injuries and occupational ill-health.
- **Continual Improvement:** Driving continuous improvement in QHSE performance.
- **Competent Advice:** Employ and provide adequate resources to ensure competent advice on health, safety, and environmental matters.
- **Awareness and Training:** Keep employees, subcontractors, and others working at its premises fully informed of hazards and safe work practices, and provide training in safe working methods.
- **Accountability:** Empower line management to fully implement this HSE Policy and hold all employees accountable for compliance with HSE regulations and standards.
- **Performance Monitoring:** Maintain a system for reporting, controlling, monitoring, and assessing safety performance and health at the workplace.
- **Reporting and Intervention:** Encourage all employees to report unsafe acts, practices, and conditions, and empower them to stop work if safety is endangered. Safety is always a priority.

Masheed Engineering & Contracting Company LLC recognizes that the effective prevention of accidents, resulting in personal injury or property damage, is crucial for efficient operation and the welfare of its employees. Management, at all levels, is responsible for promoting and maintaining H&S requirements in the design, construction, operation, and maintenance of all plant, equipment, facilities, storage, use, and supply of all substances.

Managing Director