



1 January 2016

## Occupational Health and Safety Policy

### For

## Parami Energy Group of Companies

PARAMI ENERGY GROUP OF COMPANIES applies Health, Safety and Environmental (HSE) procedures to prevent all potential accidents, or incident or diseases which may occur as a result of work by all workers.

#### **Introduction:**

We stress importance of the Occupational Health, Safety and Environmental Protection laws to avoid the unnecessary costs and damages to our business caused by workplace injury and illness. We strictly emphasize the safety-first in all our work places since it is critical to the success of a business to ensure an accident-free working environment.

This policy is concurrently aligned with the Company's Code of Conduct policy of which some overlaps will be seen. This policy applies to all employees, officers and directors of the Company and its related subsidiaries or group of companies.

#### **Main Objectives:**

1. Policy and procedure
2. Accident Risk Data
3. Risk Reduction Mechanism

#### **Personal Safety and Wellbeing:**

1. Employees must follow the Company's safety and security guidelines, both in the office and while traveling.
2. Employee must follow **incident reporting procedures** in the case of a work-related injury, or if a safety or security concern is observed.
3. Employees must pay attention to projects that may pose physical safety or security concerns.
4. Employees must be aware of possible safety hazards, such as wet floors, building repair sites, and faulty electrical equipment, etc.

#### **Occupational Health Policy and Procedure:**

We care about our workers and enforce the following occupational health and policy procedures with respect to health, safety and environment: pre-employment medical check- up, manage safe working environment, hygiene catering environment, accident emergency plan, first aid facility, smoking hygiene and consumption of alcohol and drug.

## Occupational Safety Procedure and Policy

We manage occupational safety as follows:

1. Provide and maintain workplace, plant and system of work.
2. Provide and maintain personnel protective equipment as require.
3. Provide information, instruction, training and supervision to ensure safe system of work.
4. Ensure that nominated personnel safety personnel are adequately trained and supported
5. Consulting and cooperating with safety and health representatives, employees and others
6. Continuously reviewing and improving its safety performance.
7. Environmental Protection Procedure and Policy
8. We are very much concerned not only the working environment but also our emphasis is stressed on environment protection in order not to have harmful impacts on the environment.
9. After environmental examination if the situation warrants it will be followed by the environmental assessment. We take further action based on the findings to implement environmental management to mitigate the undesirable impacts on the environment.
10. We emphasize to comply with the procedures in order to maintain good working environment that is healthy, safe, hygiene and free from environmental pollution.

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