



HEALTH, SAFETY & ENVIRONMENTAL POLICY

As a leading Perfume manufacturer in the Middle East, **AJMAL PERFUMES** recognizes that the cornerstone of our success lies in our unwavering commitment to prioritizing Health, Safety, and Environmental (HSE) considerations across all operational endeavors.

Recognizing the inherent risks within our operations, **AJMAL PERFUMES** views the advancement of Health and Safety measures as a shared goal for both management and employees across all tiers. Our steadfast commitment lies in the establishment of an occupational Health, Safety, and Environmental management system, encompassing all facets of our business activities. This system is rooted in the principles of continual enhancement and reflects the core values of **AJMAL PERFUMES**.

Our objectives are multifaceted:

- To diligently monitor and mitigate environmental impacts and health hazards stemming from our operations, thereby advancing sustainable development.
- Make a positive social, economic, and environmental impact on the communities we operate in.
- To foster a culture of meticulous workplace upkeep and conduct risk assessments to uphold safe and healthy working conditions in compliance with statutory mandates.
- To provide comprehensive training and guidance to empower employees to perform their duties safely and efficiently.
- To furnish requisite safety devices and protective equipment while overseeing their proper utilization.
- Establish highest standards of sustainability and ensure that Services are provided and Works are undertaken in line with these plans.

To achieve these objectives, our strategies are based on the following principles:

- Strategically planning, implementing, reviewing, and continually improving our HSE management system in alignment with international standards such as ISO 14001:2015 EMS and ISO 45001:2018 OHS.
- Committing to hazard elimination and the reduction of OH&S risks and environmental incidents.
- Apply practices and technologies that minimize its environmental impacts to the extent possible.
- Ensure continual improvement in our activities to prevent pollution of air, land and water.
- Upholding environmental protection, by reducing carbon footprint, thereby exemplifying our commitment to sustainable practices.
- Advocating a proactive management approach through consultation, active participation, and visible commitment from line management, employees, and their representatives.
- Committed to fostering continual improvement of the HSE management system by empowering employees through comprehensive training programs.
- Transparently communicating HSE performance vis-a-vis our objectives to all pertinent stakeholders.
- Ensuring compliance with local laws and regulations.
- Disseminating these values among all interested parties, including customers, stakeholders, suppliers, and subcontractors.

The management team is fully committed to upholding the aforementioned principles and diligently cultivates a similar dedication among personnel at all levels of **AJMAL PERFUMES**. This policy is disseminated to all employees and subcontractors, ensuring its integration into every facet of the organization's activities.

All managers are entrusted with the responsibility of effectively implementing and embedding this policy within their respective areas of responsibility. Additionally, every employee plays a crucial role in its establishment, reflecting our unwavering commitment to prioritizing human life.

This policy lays down the framework and establishes the foundation for defining and reviewing our objectives within the relevant functions of **AJMAL**. Periodic reviews will ensure continual stability and appropriateness.

Mr. Abdulla Ajmal
Chief Executive Office