

The Organization and affiliated companies highly value the health and safety of our employees, contractors, customers and communities. This Safety, Health & Environmental (SHE) Policy establishes principles to protect and advance the group's essential interests and to fulfill our commitment to people and the environment.

Our SHE principles

- **Accountability**
 - Leadership is accountable for systematically managing SHE risks, opportunities and impacts as an integral part of our business.
 - Employees are accountable for understanding and incorporating SHE responsibilities into daily work activities.
 - Contractors, suppliers and partners are accountable for meeting applicable SHE requirements.
- **Stewardship**
 - The Organization will use natural resources and energy efficiently to reduce resource consumption, waste, discharges and emissions.
 - We will strive to improve our operations with a focus on preventing safety and environmental incidents and preserving public safety.
 - We will engage in partnerships that enhance public SHE awareness and address common SHE issues.
- **Standards**

The Organization will comply with internal standards and applicable laws and regulations. Strategic relationships will be developed to promote sound public policy.
- **Performance**

The Organization will set challenging goals and assess performance to continually improve SHE management systems and results that contribute to business success. We will work with our contractors, suppliers and partners to continually improve SHE performance.
- **Communication**

The Organization will implement systems to foster open dialogue and informed decision making through meaningful and regular communication and sharing of SHE information with management, employees, contractors and the Industry.

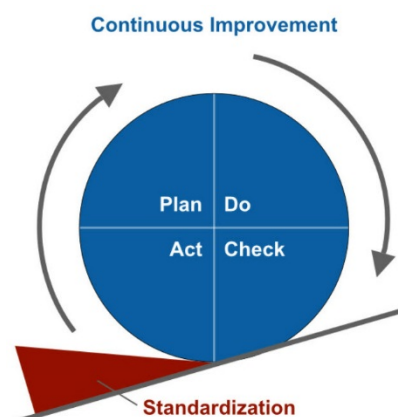
Management Tools


The Organization's SHE Policy provides direction to ensure that group SHE values are consistently applied across all business units.

The SHE Policy clearly articulates our values for the health and safety of our employees, contractors, customers and communities and our commitment to protecting the environment and responsibly managing natural resources.

QARP Quality Management System (QARP) establishes standards in implementing the SHE Policy. QARP provides a common framework that connects business planning, implementation, measurement and performance improvement, and guides our businesses in systematically managing SHE risks, opportunities and impacts.

The Organization is following the PDCA-principle to control all business processes in their mission for continuous improvement.



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- **PLAN**

Business planning increases the likelihood that desired results will be achieved. Planning begins with anticipating SHE hazards and evaluating consequent risks and opportunities.

- Roles, Responsibilities and Accountabilities.
Management ensures the effective implementation of a Quality Management System to systematically manage risks, opportunities and impacts. Management creates the vision, sets performance expectations and ensures the availability of resources to support the management system. Active management participation in continually improving SHE performance visibly demonstrates commitment.
- Risk Management.
Anticipate, prevent and mitigate SHE risks and impacts to protect people, the environment and the business. Risks are addressed by levels of management appropriate to the nature and magnitude of the risk.
- Emergency Preparedness and Response.
Anticipate, plan and conduct drills to reduce the occurrence and severity of SHE emergency situations. Emergency preparedness helps protect employees, contractors, the public and the environment in the event of an accident and maintains public confidence in the integrity of our operations.

- **DO**

Implementation of business plans leads to reducing the impact of significant risks, capitalizing on business opportunities presented by such risks and improving SHE performance.

- Compliance Management.
Identify, communicate and satisfy legal and other obligations. Management ensures the effective development and implementation of a SHE compliance management program and promotes a culture that encourages ethical conduct and a commitment to compliance with legal and other requirements.
- Contractor, Supplier and Partner Relationships.
Select and work with contractors, suppliers and partners to improve overall SHE performance. The actions of contractors, suppliers and partners can affect The Organization's employees, communities, the environment and our reputation.
- Leadership and Community Relations.
Manage the use of natural resources and energy as an integral part of our business to maintain quality of life and to reduce resource consumption, waste, discharges and emissions or our operations. Foster open communication to build trust and cooperation with the communities we serve.

- **CHECK**


Measurement defines the degree to which business plans and management systems are being implemented. Reviewing and communicating performance progress leads to corrective and preventive actions, which deliver improved performance.

- Goals Setting and Performance Measurement
Establish goals, implement business plans and track progress to improve EHS performance and achieve expectations. Measuring results using leading and trailing metrics is essential to continually improving SHE performance.

- **ACT**

Management system implementation and performance improvement contribute to long-term business success. Opportunities for improvement are identified through evaluating emergency plans, investigating incidents, assessing compliance and management systems, and sharing lessons learned.

- Incident Management.
Report and investigate incidents to determine causes, correct deficiencies and prevent recurrence. Effective incident investigation, reporting and follow-up provide opportunities to learn and improve performance.
- Assessments & Management Review.
Conduct assessments to determine SHE compliance and assure management systems are in place and working effectively. Review SHEQ management systems periodically to assure they are effectively managing risks and opportunities. The Organization's philosophy is focused on proactive management. Potential threats which could hamper the growth of business are identified and neutralised before they ever occur. Opportunities which could possibly be jeopardised by unexpected threats have been pre-inventoried and evaporated.

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(click on the following links to open the documents)

- [ALL.P.00.000 - Index QA Documents](#)
- [ALL.P.00.003 - Terminology & Abbreviation List](#)
- [ALL.P.00.005 - Document Control, Change Management](#)
- [ALL.P.00.006 - Management Review Meetings](#)
- [ALL.P.01.001 - Drugs, Alcohol and Smoking Policy](#)
- [ALL.P.01.003 - Risk Inventory & Evaluation](#)
- [ALL.P.02.001 - Auditing and Review](#)

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