

# Integrated Management System

## Safety, Health & Well-Being Policy



**Zawawi Infrastructure**

Zawawi Infrastructure vision is a 'zero harm culture' where all employees & contractors feel engaged in progressive improvement and believe that all incidents are preventable. A culture where we all feel empowered to challenge unsafe conditions and behaviour, by not 'walking by' and taking appropriate action.

Safety, health and well-being of our employees are Core Principles for our business and the responsibility of all. Line managers are responsible for ensuring that appropriate arrangements are made, and resources provided for the fulfilment of this policy and for monitoring its implementation and effectiveness.

Our commitment is to continually improve health and safety performance by removing risk, thereby reducing the potential for injury and ill health from our day to day activities.

### OUR AIMS, GOALS & CORE OBJECTIVES

- Safety, Health & Well-Being are the Core Principles on how we operate each and every day.
- We will strive to actively promote well-being and healthy behaviours amongst our employees.
- We enforce non-negotiable, simple & straight forward Safety Golden Rules.
- Managers engage with our employees & contractors and demonstrate exemplary behaviour by Visible Felt Leadership.
- We accept that safety is Everybody's Responsibility.
- We provide constructive, emotional feedback to success and setbacks in equal measure.
- To ensure our employees & contractors are trained, competent & authorized.
- Allocate adequate resources to fulfil this policy.
- Implement & maintain ISO 45001 Occupational Health & Safety Management certification at all operational locations.
- To monitor implementation of the Health & Safety Management System by defining and monitoring key performance indicators and regularly review the actions plans to achieve the agreed targets.

***Protecting the life and the well-being of everyone in the workplace and on the road is our priority – The corner stone of our corporate culture.***

**Pinaki Saha**  
**General Manager**  
**Zawawi Infrastructure**



ZI-IMS-P2-V1- 25/05/2025