

Health, Safety and Environmental Policy

E INNOVATION is firmly committed to plan and manage its activities to protect the environment and safeguard the health and safety of its employees, business partners, and the community.

E INNOVATION is committed to operate responsibly and will never knowingly compromise our HSE standards to meet our operational objectives. At E INNOVATION, HSE is an aspect of Management, equal in importance to any other Management function. Zero harm to personnel, assets or the environment is the overall objective.

Effort shall always be made to ensure that all operations are carried out using best practice principles, and that company HSE guidelines and procedures are implemented and maintained. As part of the induction process the HSE system, documents and procedures are highlighted to all employees.

E INNOVATION recognizes the need for HSE training to ensure that all employees are competent to perform their work without risk to themselves or others. Such training will be provided and documented at induction and periodically during employment as required.

E INNOVATION is committed to continuously improve the working environment for its employees and to reduce the environmental impact from its operations.

To achieve its obligations, E INNOVATION have established these key principles:

1. An active and visible Management, that leads by example.
2. Open and honest communication.
3. Refrain from any bullying or harassment.
4. Assess and manage risks.
5. Maintain clean, safe, and healthy workplaces.
6. Use chemicals only as intended, and protection as required.
7. Reduce any wastes or pollutants, and minimize the use of water and energy.
8. Report, investigate and learn from any incidents.
9. Plan and prepare for potential emergencies.
10. HSE as an acceptance criteria for selection of suppliers.
11. Ensure compliance with statutory and Customer requirements.
12. Stop unsafe or hazardous work.

This Policy supplements E INNOVATION's Code of Conduct and applies to all the companies within the E INNOVATION group, regardless of location and nature of operation. The HSE Policy is reviewed annually, and if necessary updated, to reflect any internal or external change or progress.