

SUBCONTRACTOR FIELD COMMITMENT POLICY

Occupational Health and Safety, and Environmental Programs

We are committed to developing and implementing the highest standards of Occupational Health and Safety and Environmental Management. We pledge to provide programs that support economic and social development for the local community by protecting environmental values and adhering to principles of transparency and sustainability. These programs will be delivered in a respectful environment of mutual trust, effective open communication, health and safety, and social responsibility.

Our Quality, Health, Safety, Environmental, and Social Objectives:

- Creating and maintaining a safe workplace that enhances the well-being of our employees.
- Providing training opportunities to develop a qualified and skilled team of personnel, subcontractors, and partner firms.
- Integrating health, safety, environmental, and social responsibility into all aspects of company activities, including design, planning, procurement, production, maintenance, and public relations.
- Establishing and maintaining a health, safety, and environmental system that enables employees, subcontractors, and the broader public to identify, assess, and effectively control health, safety, and environmental risks.
- Setting standards and continuously improving opportunities.
- Actively participating in daily safety and environmental meetings to discuss workplace hazards, risks, or incidents and to develop solutions.
- Consulting with employees and the public on health, safety, environmental, and social responsibility concerns, needs, and values.
- Conducting regular audits and assessment programs for continuous improvement.
- Complying with all applicable laws and regulations as a minimum standard.
- Promoting the social and economic development of the region.
- Providing a fair and equal working environment and implementing transparent policies that aim for peaceful coexistence, thereby strengthening community relations and advancing sustainable development for all stakeholders.

What Everyone Must Do:

- Consider social approval as the most important foundation of their work.
- Participate in the provided training and work according to the instructions given.
- Use risk assessment techniques to evaluate workplace hazards.
- Address unacceptable safety and environmental hazards.
- Follow written and taught regulations.
- Immediately report all safety, environmental, and social incidents.
- Encourage others to think and act similarly.
- Work in mutual trust and respect the views, expectations, complaints, and values of the local community.

Occupational Health and Safety, Environmental Management, and Community Relations are the shared responsibilities of everyone at the site.

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