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Health, Safety And Environmental Policy



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HEALTH, SAFETY AND ENVIRONMENTAL POLICY

GENERAL

Importance of the Health, Safety and Environmental (HSE) aspects and their proper management for a Company actively engaged in professional engineering and Construction business cannot be over-emphasized. TCC Construction management is aware of its corporate obligation to ensure that Health, Safety and Environment issues are duly addressed at its construction sites spread throughout the country.

The Contents of these documents are aimed at necessary compliance by all concerned in the family of TCC Construction workforce including the field staff, the middle management, the office and senior staff as well as the top management. The purpose of what follows is to explain the structure for effective management of Health, Safety and Environmental (HSE) issues at various construction sites warehouses, Stores and offices etc.

It is expected from all members of the TCC Construction team that they would ensure adequate achievements of the expectations and requirements expressed in this policy document.

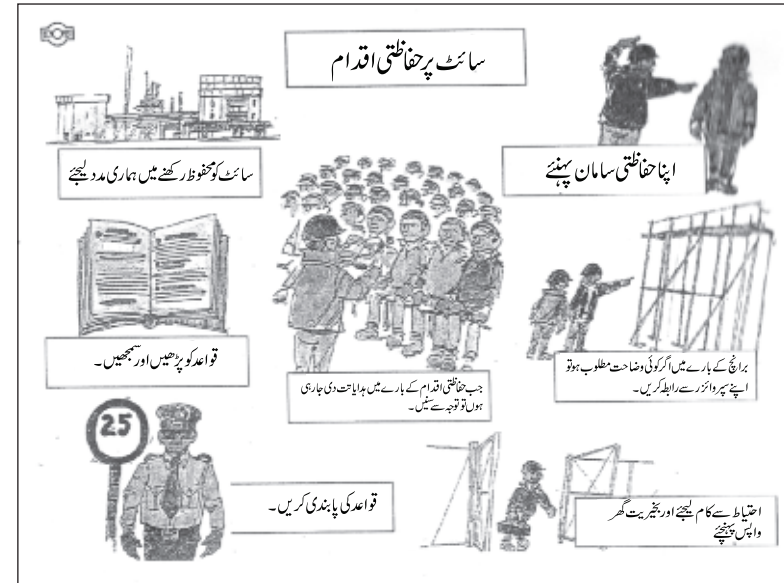
TCC CONSTRUCTION'S HSE POLICY

TCC Construction is committed to ensure due protection of the public, the workers and all properties as well as the environment in which they live. The Company looks forward to see that all necessary measures are taken for running and completion of all operations without any injuries to the people or damages to the equipment or the environment.

It is inevitable that all concerned from the top management to the junior members of TCC Construction team feel responsible and accountable for HSE issues and all applicable laws and industry standards are adhered to in letter and spirit. It is also necessary that HSE aspects of the Company's equipment and services are regularly assessed and evaluated and the management practices in this respect keep on continuously improving.

We pray to Allah SWT that He enables us to integrate our HSE objectives into all our management systems so that we may achieve higher objectives by minimizing risks and enhancing benefits to our people, public and the environment.

Manzoor Ahmad Khan
Chief Executive Officer
TCC Construction



Our Mission

To construct a beautiful world accommodating the needs of a bright and



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modern tomorrow and realizing the dreams of our customers.

Our Vision

We are the dream merchants of the modern business world catering to the requirements of the ever-changing global environment. We visualize a beautifully constructed world with an inspiration of close comfort for our customers as inhabitants of an interrelated and interwoven society with a special focus on innovation and utility. The world of tomorrow needs to be purpose built for the convenience and functionality of our customers..... and this is the inspiration behind all that is good at TCC Construction. The world of tomorrow is only promise. However, this promise has been substantiated in our operations as we ensure excellent purpose generated architectural designing, creative outlook long lasting masterpieces, durable functionality and of course, the comfort that one can only dream of.

HSE Management Policy Guidelines

TCC Construction aims at achieving improved safety performance resulting in elimination of injuries altogether. We believe that all accidents can be prevented if the relevant policies are duly followed.

With proper attention, participation, communication and training of all concerned, the desired safety levels can surely be achieved. It is also necessary to that Health, Safety and Environmental (HSE) aspects of the Company's equipment and services are duly evaluated on a regular basis. All relevant laws and regulations as well as industry standards must be followed in letter and spirit.

The Company's top management feels obligated to relate all HSE requirements and objectives with all levels of the TCC Company's professional management systems. We look forward to our still greater achievements by trying our utmost best to reduce any and all risks so as to provide unmatched quality professional engineering and construction services to our most respected and valued clients throughout Pakistan and abroad In sha' Allah.

Management System

Our management system is aimed at carrying out the Company's construction operations in a manner so as to provide maximum possible protection to the public, our people, and our properties as well the



environment in which we live.

The top management of TCC Construction has a firm resolve to define its HSE objectives, organize necessary inputs and resources, evaluate potential risks and plans to mitigate the same. Documentation and monitoring of the prescribed guidelines, following of the Standard Operating Procedures (SOPs) and regular auditing of the entire management system is the key to success of achievement of the desired HSE Management goals. The middle management must ensure that these expectations are properly conveyed to all the Company employees, Sub-Contractors, Suppliers and all other concerned entities. All the construction site supervisors should see to it that due conformance with the specified management system concerning HSE



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aspects is diligently practiced and all concerned strive to improve the same on a continuous basis.

DESIRE PRACTICES

i) Resolve and Commitment

With the senior management's active involvement in the HSE affairs including availability of necessary resources, it will be ensured that all site supervisors consider HSE matters in the same way as they consider cost, quantity and quality of their production. They must encourage and celebrate their respective achievements and successes of the HSE aspects by employing the critical management tools including delegation of necessary authority, allocation of needed resources, checking of compliance and performances as well as effective communications with Employees, Suppliers, Clients, Sub-Contractors and all others concerned regarding these matters.

ii) Setting of HSE Objectives

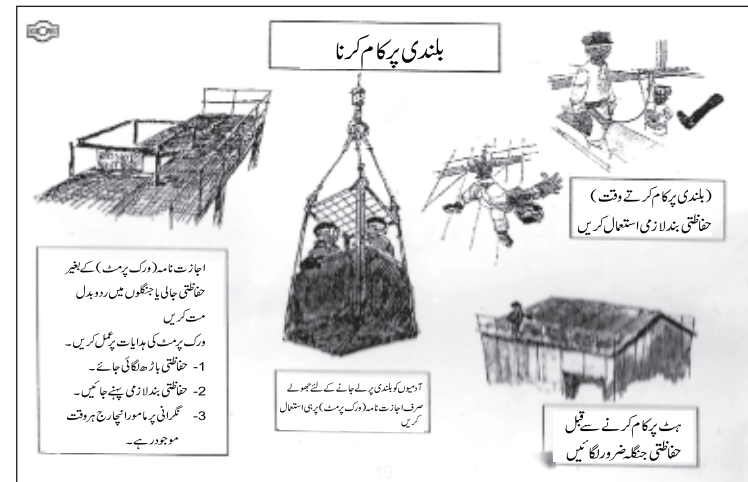
Clear HSE aims and objectives must be defined and maintained at all construction sites of the Company. Also, each Site Manager should formulate HSE policies specific to his respective work site. Particular emphasis should be given to mitigation of any and all risks. All legal and regulatory requirements must be known and met diligently. Through regular verbal and written communications, awareness, practice, progress and performance monitoring has to be ensured at all organizational levels.

iii) Record Keeping

It is important to document assigned responsibilities and roles of individuals specifically appointed to implement the HSE policies and procedures. Proper instructions and professional training should be given to these focal persons. An effective system has to be developed at each constructions site to ensure proper documentation and record keeping on a regular basis.

iv) Mitigation of Potential Risks

Each Site Manager is responsible to develop Standard Operating Procedures (SOPs) to handle potential risks, hazards and emergencies. SOPs should be occasionally reviewed and revised/modified for continued relevance and



improvement. Although every effort is to be made to achieve zero accident/violation level, clearly defined recovery measures should also be developed to ensure well being of all the Company's workforce, Clients, Sub-Contractors, Suppliers, Customers and all others involved.

Due attention must also be given to specific/potential hazards and their expected outcomes as well as necessary precautionary measures.

v) Continued Planning for Improvement

Senior Management of Tcc Construction believes in continued business planning for all phases of its operations e.g. proposals, business development, contract management, procurement as well as construction operations etc. In our ever changing circumstances, identification and



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evaluation of consequences to health, safety and the environment due to any changes in the staff, equipment or organizational structure of the Company will be duly conducted to ensure achievement of the desired HSE objectives at all organizational levels. Necessary milestones and time schedules as well as contingency plans for any emergencies should be developed specific to each construction site. These should also be reviewed and followed up to ensure the desired progress on a regular basis.

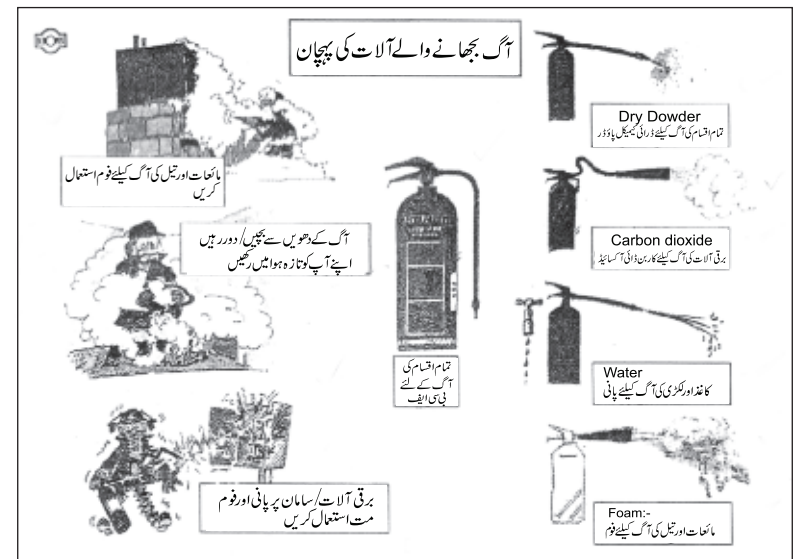
vi) Progress Monitoring of HSE Objectives

Success of the HSE plans, policies and procedures essentially depends on active employee participation at all organizational levels. Senior Management of the Company will provide the required resources as well as delegate due authority to its staff for proper implementation of these guidelines, SOPs and other site instructions given from time to time.

Suitable monitoring tools will be developed to gauge performance of staff and employees entrusted with the responsibilities to implement the Company's HSE policies.

Any non-compliance of policy guidelines will be determined and the required improvements will be identified at all organizational levels. Records of all HSE related events will be properly maintained in general and those pertaining to accidents in particular. Suitable individuals will be designated to carry out the desired tasks and they will be held responsible and accountable for conducting their tasks as per this policy and the prescribed performance standards.

Any accident at the construction site or office will be thoroughly investigated and analyzed to find out the required corrective measures so as to prevent similar occurrences in future.



vii) Performance Assessment and HSE Audits

The Tcc Construction's top management intends to carry out regular internal as well as external audits of its HSE plans and policies at all levels to ensure effective achievement of the desired results and due fulfillment of the policy objectives as per these specified parameters. The resultant audit reports shall be shared with the concerned quarters to ensure that the necessary corrective actions are taken. Periodic management reviews will also be conducted to focus on investigation of any accidents and regulatory violations etc. Policies, procedures and processes of risk management will be reexamined in view of the feedback obtained from the Company's Employees, Clients, Customers and Regulators etc. If deemed necessary, the top management of Tcc Construction will formulate a competent team for review, required modifications and updation of this document whenever warranted.

