



Revision Date: <b>June 2017</b>	<b>PEC HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL POLICY</b>	Revision: <b>00</b>
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Probus Engineering and Construction Pte. Ltd. (PEC) is fully committed to safeguarding its employees, minimizing Occupational Health and Safety risks and protecting the environment.

In order to meet its HSSE commitments, PEC will:

**Management of HSE:**

- Provide adequate HSE information, instructions, and supervision to employees, contractors and visitors.
- Define and steward to measurable KPIs.
- Hold all levels of line management accountable for HSE issues and for the development of positive attitudes in themselves and those whom they supervise.
- Undertake appropriate reviews and evaluations to measure HSE performance and to ensure compliance with this policy.
- Periodically audit implementation of the HSE Management System and the Group HSE Policy.

**Health:**

- Control and manage all chemical, physical and biological factors that contribute to health risks based on established guidelines and standards. Apply best available technology consistent with good industry practice.
- Strive to protect and promote the health of all personnel.

**Safety:**

- Design facilities, establish procedure, provide training and conduct operations in a manner that minimizes risks and hazards to workers, properties and communities at large.
- Apply best available technology consistent with good industry practice.
- Ensure all operations are conducted with the safety of personnel as a primary objective.

**Security:**

- Create a safe working environment for everybody who has the potential to be affected by its activities.
- Company assets shall be secured and protected against misuse, fraud and other illegal activities.
- Conduct security operations in compliance with national and international legal requirements and PEC policy on Business Conduct and Ethics.
- Ensure appropriate response procedures are in place and regularly tested to minimize the impact of any security incident or emergency.

**Environment:**

- Where practicable, reduce emissions, effluents and waste during the design phase.
- Control and minimize any adverse impact to the environment.



**Kurt Reeves**

**Chief Executive Officer**