



UGEE Chemicals Ltd.

HS&E Zero Tolerance Behaviors for Employees

As we continue to look towards sustaining our commitment of having The Plant as an injury free work place for all UGEE employees, Contractors and Visitors, the following at risk and life-threatening behaviors must not be violated for any purpose, or for any reason at any point in time:

1. ENTERING INTO AN ELEVATOR.

No Employee and Contractor should use the elevator has a lift or means of accessing other floors. The Elevator is FOR GOODS ONLY i.e., used for lifting Materials, Intermediate products.

2. WORKING WITHOUT QUALIFICATION.

No employee, contractor or visitor must perform any task they have not been trained and qualified to perform. These include but not limited to; operating an equipment, working on electrical panels, driving the forklift and entering a confined space.

3. WORKING AND REACHING INTO THE MOVING PARTS OF AN EQUIPMENT WITHOUT LOCKING OUT THE EQUIPMENT.

No employee, contractor or visitor is permitted to reach into an energized equipment or process line without first deenergizing the equipment, dumping any residual hazardous energy in the equipment and isolating all hazards by locking out the equipment.

4. INTENTIONALLY BY-PASSING A SAFETY DEVICE ON AN EQUIPMENT.

No employee, contractor or visitor is permitted to defeat, by-pass or intentionally cause a safety device on an equipment to malfunction.

Violation of these behaviors may lead to termination of appointment.

Thank you as we sustain the site as an injury free place, every day.

Approved by:

Signature/Date
Sadik Abass
Site Leader
January 2023


15/01/2023

I have read and understood, and I commit to comply with all the behaviors above.

Name & Signature of Individual

Date

Signature of Manager

Every Plant employee shall read and sign these behaviors.

The signed expectations to be kept in the individual's personnel file kept with his manager and copy given to individual.



Ugee Chemicals Ltd

Plant Manager HS&E Expectations to all Employees

As we continue to look towards sustaining our commitment of having the Plant as an injury free workplace for all UGEE chemicals Employees. I would like to reiterate my HS&E expectations with all Plant Employees.

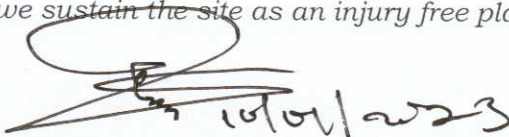
I continue to look to safety as a workplace value, principle and one of our fundamentals and not a performance area and as a principle-based company; I expect all of us to look at Safety in the same manner.

To help you do this, the following are my expectations:

1. Act as **leaders** by role-modeling the HS&E values through following HS&E standards. Be safety ambassadors by NEVER compromising HS&E values over any other business aspect; neither PR nor Cost.
2. Confront any unsafe behaviors anywhere, anytime, ON THE SPOT! Use the trigger system to identify any potential safety risk and fix them immediately before start of work.
3. Any task to be conducted in your area MUST have a procedure – JSP, SIMPTWW or Job aid and a corresponding JSA or QRP. You must execute all countermeasures before starting the work.
4. Clean all powder spills immediately they occur using a Portable Vacuum Cleaner (PVC), a Central Vacuum Cleaner (CVC) or an Industrial Vacuum Cleaner (IVAC).
5. Segregate all categories of waste at the source by putting the right waste into the right waste bin provided.
6. Complete change controls for all changes you initiate and ensure all change control recommendations are executed timely, in a quality manner, with second approvals closed out.
7. You are personally responsible to supervise contractors and visitors in your area to ensure they are 100% in-compliance with our HS&E requirements. All life-threatening systems (work at height, electrical safety, material handling, and confined space) must be 100% supervised.
8. Report all near misses and incidents immediately they occur on the digital reporting platform, or via email when the digital platform is out of service. Participate in the analysis of the reported near misses and incidents to determine root causes. Also, always develop systemic actions to fix the root causes to prevent reoccurrences.
9. Always resolve issues related to guards and emergency circuit immediately and never bypass them without written approval from the Site Leader. This remains a ZERO-Tolerance behavior.
10. Ensure you are trained and qualified BEFORE performing any tasks unsupervised. Your mandatory training completion should always be 100%.

Thank you as we sustain the site as an injury free place, each and every day.

Sadik Abass
Site Leader
January 2023



10/01/2023

I have read and understood and I commit to fulfill all the expectations above.

Name & Signature of Individual

Date

Name & Signature of Manager

Every Plant employee shall read and sign these expectations.

The signed expectations to be kept in the individual's personnel file kept with his manager and copy given to individual.