

**ANNEX A - HSE POLICY – STATEMENT OF INTENT**

1. GardaWorld Security Services Middle East & Africa is committed to providing so far as is reasonably practicable, a working environment that is safe and without risk to health for all its employees, contractors and third parties through the effective implementation regards health, safety and environmental policies and procedures. We do not accept any compromise in terms of HSE performance at any time; even in the most austere of surroundings.
2. Safe working practices and the implementation of the following guiding principles are the responsibility of all GardaWorld personnel and are to be viewed as an integral part of our culture.
  - a. Aspire to achieve an 'Incident Free' environment', as a commitment to preventing injury, ill health, and protecting the environment including the prevention of pollution.
  - b. Ensure that a robust HSE management system is maintained and made available to all relevant interested parties and the public via our corporate website.
  - c. Ensure compliance with legal and other requirements applicable to our business activities.
  - d. Empower our employees to stop unsafe acts or activities and encourage the reporting of near misses.
  - e. Ensure effective communication of our HSE management system, including the ongoing consultation with, and participation of our employees and contractors to determine if further measures are required.
  - f. Ensure that all hazards and environmental aspects are identified and subsequently risk assessed. Suitable risk mitigation measures are to be adopted to ensure that we provide a safe and healthy working environment, manage our environmental impacts and reduce risks so far as is reasonably practicable
  - g. Ensure that roles and responsibilities are identified with arrangements in place for the management of health, safety and environmental matters.
  - h. Set and review HSE objectives and targets; using the Compliance and Operational Excellence Framework and localised HSE Plans as the framework for driving continual improvement.
  - i. Ensure the effective management of contractors and sub-contractors who conduct work on our behalf.
  - j. Provide sufficient resources and training where required to ensure HSE excellence whilst promoting awareness and responsibility.
3. The Senior Leadership Team is responsible for the overall ownership of the health, safety and environment management system. The HSE policy and statement of intent are approved and endorsed by the President and Chief Operating Officer of GardaWorld.

Approved By:

**Oliver Westmacott,**  
**President & Chief Operating Officer**

Date: 18<sup>th</sup> April 2019