



Tanmiah Food Company
Health, Safety and Environment Guidelines

We, at Tanmiah Food Company, recognize that high standards of health, safety and environmental protection are critical for the growth of the company and our colleagues.

Tanmiah is committed to:

- Contribute to the **health** and well-being of our workforce.
- Drive a robust **safety** culture to prevent injuries and protect our people.
- Protect the **environment** by implementing effective systems and pollution prevention practices.

We are totally committed to a policy of prevention and elimination of all undesirable events that may result in loss of lives and/or harm to colleagues, visitors, clients, vendors/suppliers, external contractors, subcontractors, the community, and the environment.

We are committed to providing our colleagues with a safe and healthy work environment through, among other things, world-class training and monitoring programs that promote a culture of safety, teamwork, and professionalism.

We will continue to contribute to our HSE objectives by:

- Compliance with all existing rules and regulations set by the regulators, applicable International Standards, and leading practices.
- Enhancing the performance of our colleagues through awareness, training, and knowledge of management systems and cultural norms.
- Maintaining a contingency plan to remain resilient to risks, man-made and natural disasters, and emergencies.

Tanmiah recognizes that our business influences the environment. Recognizing this and in line with one of our core strategic pillars of Sustaining, we continually evaluate ways to conserve resources and reduce our environmental impacts. We will continue to identify and implement opportunities for environmental sustainability including initiatives to reduce energy demands through the adoption and implementation of new energy-saving and renewable energy technologies, where feasible.

We aim to promote sustainability and environmental awareness at all levels of the Company by:

- a. Identifying and implementing opportunities for environmental sustainability
- b. Engaging regularly with internal and external stakeholders on the importance of implementing procedures related to HSE by consultation and participation process.
- c. Emphasize the application of preventive measures by providing all necessary measures to combat Health, Safety, and Environmental issues.
- d. Preventing pollution and reducing consumption of resources through waste management strategies that promote waste minimization reuse, recovery, and

- recycling, as appropriate.
- e. Incorporating energy efficiency measures into the TFC's facilities and promoting efficient energy use in all areas of business activity
 - f. Pursuing a continual improvement program by reviewing our Occupational Health and Safety (OHS) and Environmental Management System objectives, policies, and practices.

Communication and regular dialogue among all colleagues and stakeholders will uphold the principles of our HSE practices. Responsibility for compliance rests with all the colleagues in the company. They shall support its implementation by using the safety equipment issued to them, familiarising themselves with the safety rules/procedures and enforcing appropriate corrective measures if violations are reported at job sites.

Our HSE guidelines will be implemented in accordance with applicable statutory requirements and safety / health regulations.