

## Health, Safety, and Environmental (HSE) Policy

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### 1. Policy Statement

At TCR Engineering, we are committed to achieving the highest standards of Health, Safety, and Environmental (HSE) practices. With a proactive risk aversion and zero-tolerance approach, we have maintained an exemplary safety record since our inception, with zero lost-time incidents related to health, safety, or environmental accidents. Our goal is to ensure the safety, health, and protection of all employees, clients, contractors, and visitors and to minimize our environmental impact in every operation.

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### 2. Scope

This policy applies to all TCR Engineering activities and personnel, including employees, subcontractors, and partners, at all work locations, especially industrial plants and high-risk environments such as those in the oil and gas sector.

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### 3. Health and Safety Commitments

- **Zero Incident Goal:** We maintain a zero-incident target by implementing robust safety controls, identifying hazards, and mitigating risks. All employees are expected to comply with HSE policies, contribute to a safe working environment, and follow site-specific safety protocols.
- **HSE Training and Awareness:** Comprehensive HSE training is mandatory for all employees, covering site-specific hazards, emergency response, equipment handling, and environmental practices. Site teams are briefed on safety risks prior to their first visit, and training programs are enforced to align with client safety protocols when present.
- **Personal Protective Equipment (PPE):** TCR ensures that all required PPE is available to all employees, and it is the responsibility of the personnel to use and maintain PPE as per global standards. PPE will be provided on-site if not available through the client.
- **Safety Controls:** Key safety controls include:
  - Maintenance contracts for fire alarms and extinguishers.
  - H2S procedures and related hazard training.
  - Strict control over flammable substances and acids.

- Comprehensive injury and training records for continued oversight.
  - **Emergency Preparedness:** TCR has established detailed emergency response plans for fire, chemical spills, and high-risk scenarios. These plans are reviewed regularly, and drills are conducted to ensure preparedness. Site staff receive specialized training for handling hazardous substances and site-specific emergencies.
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#### 4. Environmental Protection Guidelines

- **Sustainable Practices:** TCR is committed to minimizing environmental impact through rigorous sustainability practices, including responsible waste management, energy efficiency, and pollution prevention. Continuous improvement is at the core of our environmental efforts, aiming to reduce the footprint of our activities.
  - **Waste Management:** TCR mandates the correct disposal of chemicals and other hazardous substances. All waste is handled in accordance with legal and environmental regulations to prevent contamination, and disposal of untreated substances in internal drains is strictly prohibited.
  - **Chemical and Oil Storage:** All oils, chemicals, solvents, and paints are stored in designated, bounded areas to prevent spills or leaks. Only trained and authorized personnel are permitted to manage bulk storage tanks to ensure safe handling and containment.
  - **Spill and Leak Procedures:** In case of spills, leaks, or any equipment malfunction that could impact the environment, incidents are reported immediately, and corrective actions are taken. TCR provides specialized training for handling spills or leaks, ensuring rapid response and minimal environmental impact.
  - **Designated Areas for Hazardous Activities:** Activities such as refueling of transport vehicles and compressors are confined to designated zones. Additionally, training is provided for site emergency procedures, ensuring readiness in case of accidental spillage.
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#### 5. Roles, Responsibilities, and Accountability

- **Leadership and Management Accountability:** The Directors and Management are accountable for HSE compliance and policy implementation.

They ensure resources are allocated to maintain safe practices and lead by example to encourage HSE adherence.

- **Employee Responsibility and Compliance:** Every employee is expected to follow HSE protocols and procedures. Employees are responsible for their safety and that of their coworkers. Willful violations of HSE policies will result in disciplinary action.
  - **Subcontractor Compliance:** All subcontractors must comply with TCR's HSE policy, with regular safety briefings and periodic reviews conducted to ensure adherence.
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## 6. Breach of HSE Policy

Non-compliance with HSE policy is taken seriously, with specific instances leading to disciplinary action, including possible termination. Violations may include but are not limited to:

1. Recklessness in handling hazardous materials (e.g., chemicals or radiation sources).
  2. Tampering with or deactivating safety devices.
  3. Operating equipment under the influence of drugs or alcohol.
  4. Falsifying HSE records or incident reports.
  5. Illegal disposal of hazardous substances.
  6. Willful neglect of building, equipment, or site maintenance that jeopardizes safety.
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## 7. Incident Reporting and Investigation

- **Immediate Reporting:** All incidents, including near-misses, are reported without delay to ensure quick responses and risk mitigation.
  - **Root Cause Analysis:** TCR conducts thorough investigations to identify root causes, implement corrective measures, and prevent recurrence.
  - **Continuous Improvement:** Lessons learned from incidents are communicated across the organization to enhance our HSE practices.
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## 8. Compliance and Continuous Improvement

- **Regulatory Adherence:** We comply with all local, national, and international HSE laws and standards.
- **HSE Audits and Reviews:** Regular audits and performance evaluations are conducted to assess compliance and identify areas for improvement.
- **Ongoing Development:** TCR continuously seeks innovative solutions and adopts best practices in health, safety, and environmental management.

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### Commitment to HSE Excellence

TCR Engineering's commitment to HSE excellence ensures a safe, responsible, and sustainable work environment, fostering trust and confidence in our clients, employees, and community. Through mutual cooperation and continuous improvement, we aim to uphold our reputation as a leader in safety and environmental stewardship in the industrial sector.

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### Acknowledgment

This policy is a collective responsibility shared by all TCR Engineering employees and management, working together to achieve a safe and sustainable workplace.