



AL SHIRAWI Group Co.

Occupational Health, Safety Policy

This policy applies to all Employees

AIM

To provide a safe working operation for all Employees and Contractors by the effective implementation of Company Standards and Procedures.

This Occupational Health and Safety Policy is established by Top Management to be implemented and transferred to all, including Roles and Responsibilities assigned under it.

Following these Standards and Procedures, we will meet or exceed customer's expectations, legal and other requirements in all areas of Occupational Health, Safety and care of the Environment.

Through setting effective OHSE goals we will ensure Silica Hill Co. Ltd provide a safe and healthy workplace, preventing work-related injury and ill health, as well as by proactively improving its OH&S performance.

With everyone meeting outlined expectations and goals a positive Safety Culture will be built involving all Employees at all levels daily.

EXPECTATIONS

We will ensure that all Employees and Contractors know they are duty bound and required to stop any activity which is considered hazardous to people, equipment or the environment.

Employees and Contractors are consulted and participate in all aspects of the safety programme including determining possible existing risks.

It is expected that safe operations and hazards seen are recognised with positive intervention. All Employees and Contractors are required to participate in our Behavioral Safety Communication Programme.

Top Management will provide all resources to ensure all Employees are trained, competent and have the required equipment to ensure they carry out all operations safely and effectively, including assessing risks. All Employees will be knowledgeable in our OHSE and Operating Practices.

We will monitor and assess the effectiveness of our program by visible Top Management involvement through effective communication, regular meetings and continuous inspections.

Written procedures (Job Cards) will be generated for all operations, which will meet all requirements outlined in the OHSE policy.

All hazards will be identified, and if possible mitigated, prior to any task by the use of pertinent, updated Task Based Risk Analysis sheets and the associated Job Cards. These Job Cards will be reviewed prior to every operation with all involved persons.

General Manager

Ashok Kumar Singh
Ashok K Singh

President

2022 2023

Ram Srivastav

OHSPv2 dated 20th January 2026