



Zero Harm Charter

Hascol Petroleum Limited has initiated a **Zero Harm** approach in compliance with its **health, safety, environmental sustainability** commitments within the scope of our legal and regulatory obligations. The spirit of our initiative is to ensure that employees, contractors, and other stakeholders share a common attitude and emphasis towards health and safety – whether at work and even home.

To achieve our commitment Hascol Petroleum Limited has set up the following guiding principles throughout the business to demonstrate our Zero Harm charter.

Policy Statement

- Hascol supports health and safety by **proactively communicating** with its people and **implement programs** that addresses specific hazards faced in our industry.
- A progressive attitude which acknowledges that all **workplace injuries or disease are preventable**; employees are encouraged to **report an incident** and any **near misses**; where a near miss is defined as a situation which could have adverse consequences if circumstances prevailed.
- Employees have a responsibility to **identify and isolate any hazards** during tasks, be it in the office or out in operations; and our **on the job continuous training** program are pivotal for achieving this mission.
- Our initiative has obliged us to prepare **contingency plans** to counter any adverse event/threat that can potentially disrupt our operations.
- Ongoing **risk assessment** of our operations where **management actively seeks feedback** from employees as our operational growth occurs
- Our actions have a direct **consequential affect** to the **environment**; so we aim to monitor our carbon foot-print and other contaminations/pollutant that occurs in the span of our operations and mitigate them.
- Respect **local and international law** so that we set a **prime example in the industry**; and formulate our operation in order to avoid any potential breaches; thus setting an **image of a responsible organization**.
- **Benchmark our HSEQ policy** with our strategic partners and competitors to add value in our standards and continually review them to **achieve or even exceed industry standards**.
- In conclusion, our belief is based on a **moral obligation** that any contribution we make today **sets the tone for our future**; so we strive to be accountable for **achieving the best**.

A handwritten signature in black ink, appearing to read "Mumtaz Hasan Khan".

Mumtaz Hasan Khan
Chief Executive Officer