

OCCUPATIONAL HEALTH AND SAFETY POLICY

We state that:

UrbaCon Trading & Contracting (UCC) holds Health and Safety as core business value and is committed to creating a future free of incidents, injuries, and ill health, where:

- In collaboration with stakeholders, we are actively striving to create safe work environments.
- We are committed to eliminating hazards and reducing OHS risks level.
- Leadership, passion, and commitment are present at all levels.
- Working safely enhances Quality, improves Productivity, and generates Value.
- People are enabled to make safe choices about their own and their neighbor's safety and to challenge the environment in which they work.
- Good safety behaviors are recognized and respected across the organization.
- We have a well-trained and fully competent workforce who actively contribute to the safe planning of their work.
- Our commitment to safety and ensuring a healthy workforce contributes to ensuring that UCC is the employer of first choice.
- Involve our employees and business associates in maintaining a safe and healthy work environment through consultation and participation.
- Inculcate safety culture by visible leadership and empowerment.
- Set safety & health metrics as indicators of excellence, monitor progress, and continually improve health and safety performance.
- Integrate health & safety procedures and best practices into every operational activity with assigned line-functional responsibilities at all levels.
- Our business only welcomes those who support our vision and are willing to change.
- Adherence to local and applicable international disease outbreak protocols.
- Maintain and continually improve its Occupational Health and Safety Management System with ISO 45001:2018.

COMMITTED TO MAKE "ZERO HARM" POSSIBLE STRATEGY

UrbaCon Trading & Contracting (UCC) recognizes the importance of discharging all its statutory obligations and duties. Our minimum health and safety obligations are those required by relevant legislation and authoritative guidance. UCC will take appropriate steps to meet, and in many cases, enhance these requirements. We will make UCC the company of first choice for all stakeholders, to challenge and change the poor image of construction worldwide.

Everyone – from craft workers to senior leaders – play an important role in defining UCC's HSE culture. By focusing on awareness, engagement, consultation and behavior, each individual can participate and help strengthen UCC's culture today and positively influence its results tomorrow.

The Group CEO of UCC fully endorses this Policy. The Group CEO will ensure that a documented Health, Safety & Environmental Management System is maintained, containing the arrangements and organizational details of how these requirements will be achieved. The Group CEO will ensure that this Policy, Management System, and its objective are periodically reviewed or as deemed necessary to ensure it remains legally compliant, achievable, relevant, credible, realistic, measurable, and appropriate to the organization.

Continual improvement will be achieved by effective implementation of the above. Everyone working for UCC is required to support and promote this Policy and comply with the requirements and duties contained in the HSE Management System."

We shall ensure the availability of appropriate resources at all times to fully implement and communicate this policy to all by suitable means and periodically review its relevance in the continuously changing business environment. It will be made available to relevant interested parties as appropriate.



Boyd Merrett

Group Chief Executive Officer