



# Group Policy – Health & Safety

Health & Safety is a mindset. Safe projects require commitment at all levels of the organisation and promote safe behaviour, positive attitudes, sound judgement and good decisions.

Our Averda team places safety above all other considerations in executing our work. We always strive to create a 100% safe work environment with zero accident, injuries and work-related illnesses.



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Group Procedure	Code	Issue Date	Version No./Date	Document Classification	Owner	Approver	Authoriser	Page Number
Health & Safety Policy	AVG/HS/P1	March 22	Version 4/Feb 2022	Averda Internal	Health & Safety	VP Health & Safety	CEO	2 of 3

# Averda commits to

1. Making health and safety our top priority.
2. Working towards our mission of zero work-related illnesses and accidents.
3. Not compromising on health & safety to further commercial, financial or operational gain.
4. Not compromising when it comes to our employees' health
5. To listen, investigate and act when employees speak up, raise a concern, identify a near miss or report a hazard observation.
6. Exceptional levels of performance in protecting our people.
7. Continuously review and improve our hierarchy of control, from elimination of hazards to PPE, in order to manage exposure to occupational hazards and protect our employees.
8. Encourage and gaining commitment from every employee to take responsibility for the safety of themselves and those they work with.
9. Actively demonstrate our commitment to these values and to help our colleagues to achieve safe outcomes in everything we do.
10. Reaching a mature safety culture, where safety improves year-on-year, and injury rates are approaching zero.

# Appendices

- AVG/HS/P1A : [Health and Safety Achieving our Commitments v2.pdf](#)
- AVG/HS/P1B : [Health and Safety Implementation of Policy v2.pdf](#)

The commitment to this policy provides the foundation for a safe working environment in line with our Mission ZERO vision and our long-term business success.

Countries / Projects will have their own Health & Safety Policies which will include - but not be limited to - the overarching group policy .



Malek Sukkar, CEO

March 2022