

Health, Safety and Environment (HSE) Policy



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Frontier Oil Company-II (Private) Limited

1. **Mission Statement** Frontier Oil Company-II (Private) Limited (FOC-II) herein after called (The Company) as an oil sector grooming company, strives for excellence in Health, Safety and Environment (HSE). Company aim to manage environmental impact and go beyond compliance both in current activities of establishing Oil Refinery in Karak.
2. Company take a comprehensive approach to monitoring environmental impact and mitigating risks, in every stage of product life cycle, starting from separation, conversion and treatment . This approach enables the Company to continuously improve environmental impact. Company aim to understand and manage impact and strive to improve performance across all of their operations. Company work with the greatest care for the safety and health of their employees, environment, and the communities to operate in.
3. **Purpose** FOC-II commitment to protecting the health and safety of people and the environment.
4. **Scope and Features of the Policy** This policy applies to all of FOC-II's operations, such as starting from supplies, separation, conversion and treatment alongwith following features:
 - a. Ensure Health and Safety of all stake-holders.
 - b. Demonstrate personal ownership for HSE matters through visible leadership at every level.
 - c. Empower all employees to actively report unsafe conditions and actions to continually improve HSE culture and make them accountable against set goals and targets.
 - d. Manage risks related to business processes proactively to ensure that ill health, injuries and environmental impacts are prevented.
 - e. Ensure appropriate and reliable emergency response system to be in place in all company operations.
 - f. Establish HSE audit system to assess level of compliance and ensure corrective actions.
 - g. Communicate this policy to all stakeholders and provide training, resources and other support to encourage behavior that upholds this policy.
 - h. Encourage worker's participation and consultation on HSE related matters.

5. **Safety, Continuous, Improvement – Zero Incident Approach** For implementation of HSE policies, FOC-II developed a comprehensive HSE programme which is driven by a continuous improvement approach that is based on:

- a. Management's commitment to achieving zero incidents through the execution of FOC-II's oil sector business processes. This builds team engagement through active involvement of each employee.
- b. The responsibility for the implementation of the FOC-II HSE program rests on company management. However, a qualified safety professional is available to aid in all areas of the FOC-II HSE program.
- c. All workers, at all levels, have the responsibility to actively participate in the HSE.
- d. The safety continuous improvement approach of a company involves following a systematic process of planning, implementing, monitoring, and improving safety measures.

