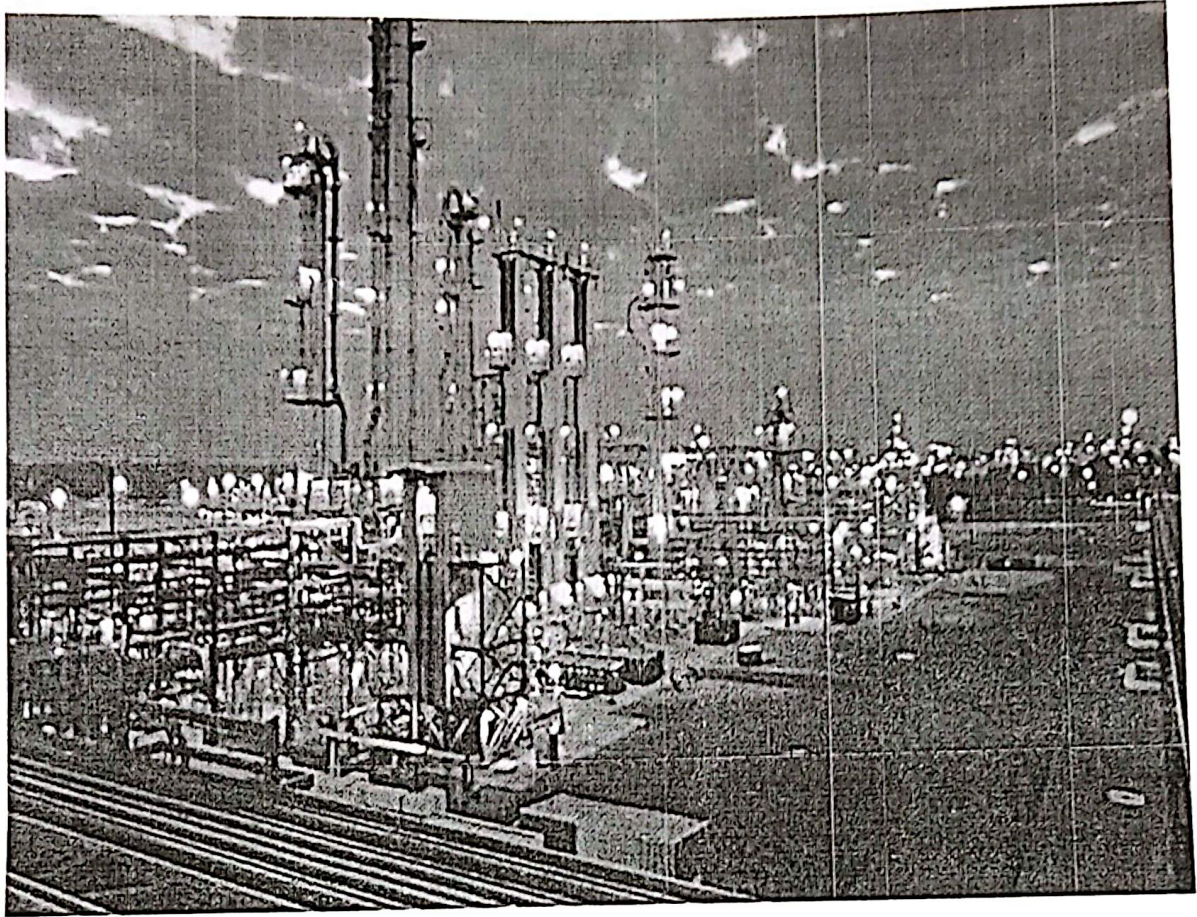




Health, Safety and Environment (HSE) Policy

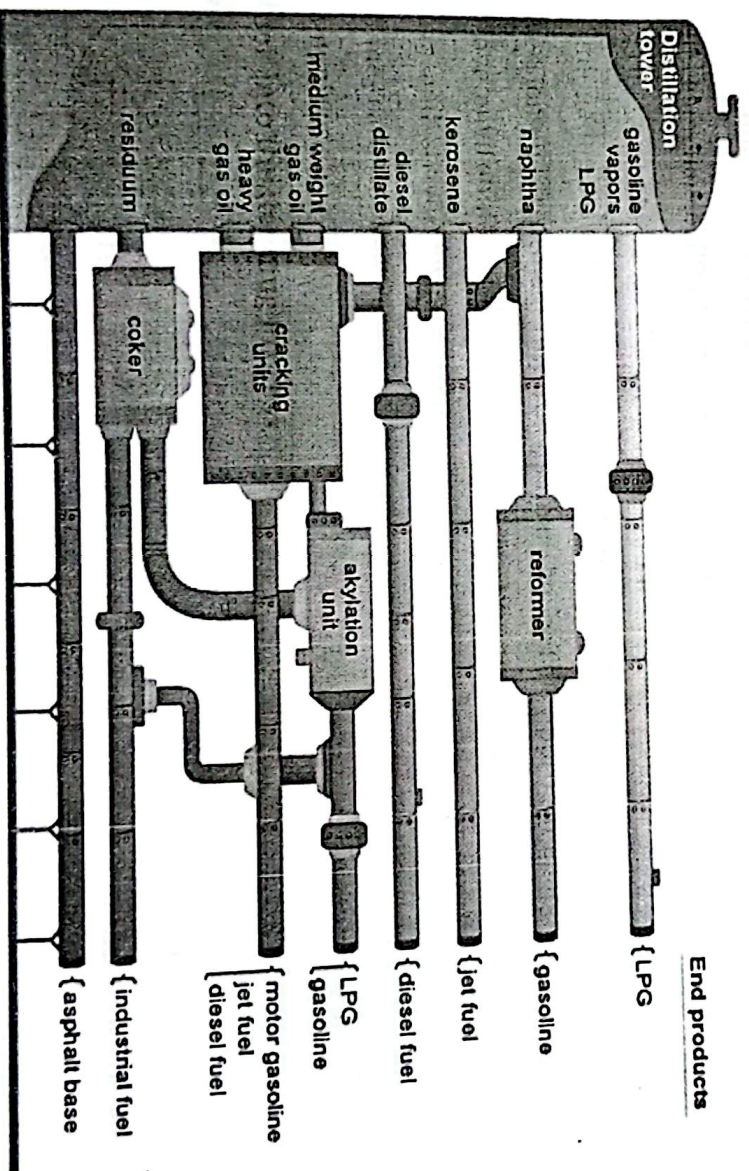
Frontier Oil Company -II (Private) Limited

Frontier Oil Company-II (Private) Limited,
HQ FWO, 509, Kashmir Road, RA Bazar, Rawalpindi.
Tel: +92-51-5174324 , Fax: +92-51-5174132, Email oilinfra@fwo.com.pk



1. **Mission Statement** Frontier Oil Company-II (Private) Limited herein, hereafter called (The Company) or (FOC-II), is an oil sector company that strives for excellence in Health, Safety and Environment (HSE). FOC-II aims to manage environmental impact and go beyond compliance in the current activities of establishing an Oil Refinery in Karak KPK.
2. The Company takes a comprehensive approach to monitoring environmental impact and mitigating risks at every stage of the life cycle of the product, from separation, conversion and treatment towards its final shape. This approach enables the Company to improve environmental impact continuously. FOC-II aims to understand and manage the effects and strive to improve performance throughout operations. FOC-II works with extreme care to ensure the safety and health of its employees, environment, and communities.

A Look into the Refining Process



Source: EIA



3. **Purpose.** 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 the company's operations, such as storage facilities and transportation of oil products, alongwith following features: -

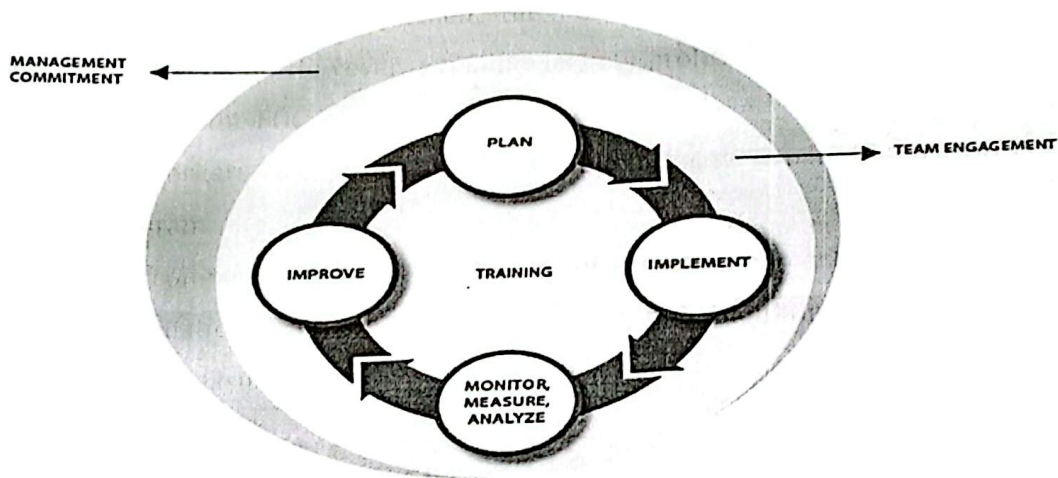
- a. Ensure the Health and Safety of all stakeholders.
- b. Demonstrate personal ownership for HSE matters through visible leadership at every level.
- c. Empower all employees to actively report unsafe conditions and actions to continually improve HSE culture and make them accountable against set goals and targets.
- d. Manage risks related to business processes proactively to prevent health issues, injuries and environmental impacts.
- e. Ensure appropriate and reliable emergency response systems are in place at all company operations.
- f. Establish an HSE audit system to assess compliance and ensure corrective actions.
- g. Communicate this policy to all Stakeholders and provide training, resources and other support to encourage behaviour that upholds policy.
- h. Encourage Worker's participation and consultation on HSE-related matters.

5. **Safety, Continuous Improvement – Zero Incident Approach.** For the implementation of HSE policy, FOC-II developed a comprehensive safety program that is driven by a continuous improvement approach based on the following:

- a. Commitment to achieve zero incidents through the execution of FOC-II's oil sector business processes. This builds team engagement through the active involvement of each employee and other stakeholders.

- b. Responsibility to implement the FOC-II safety 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 are responsible for actively participating in the safety program.
- d. The company's safety continuous improvement approach involves following a systematic process of planning, implementing, monitoring, and improving the safety measures.

SAFETY CONTINUOUS IMPROVEMENT APPROACH



Date Adopted: _____