QHSE POLICY

ANNEXURE

DOCUMENT NO: RAPID-ANX-MSP

PREPARED BY	HSE MANAGER	01-11-2023
REVIEWED BY	TECHNICAL DIRECTOR	28-11-2023
APPROVED BY	MANAGING DIRECTOR	29-11-2023
REVISION 1.0	QHSE MANAGER / TD	00-00-0000

Disclaimer:

This document and any attachment herewith are strictly confidential and may be privileged or otherwise protected from disclosure and solely for the use of RAPID ACCESS. No part of this document may be copied, reproduced or transmitted in any form or by any means without written permission from the Management.

Rapid Access is a specialist Powered Access Rental Company providing work at height; (repair and maintenance of machine and parts) of the Powered Access Division of Loxam. At Rapid Access, we strive to be the best in class by delivering services to our customers with safety as our foremost value. We are committed to ensuring that Quality, Health, Safety and Environmental Management is an integral part of all company operations, led and supported by the Senior Management Team, and Culture of safety is at the core of all our business activities.

The company strives to achieve continual QHSE improvement and will:

Ensure suitable resources are available for the effective implementation of this policy.

- Set QHSE objectives and targets reviewed regularly by Senior Management to ensure continual improvement in quality standards, waste reduction, energy management, pollution control and reduction of injury and ill health.

- Establishing a culture of safety at the heart of operations. This focus not only aligns with industry best practices but also serves as a fundamental pillar for sustained operational success and employee well-being. A shared Culture in which every Rapid Access team member feels empowered to stop work and intervene to prevent accidents at work. Culture of safety is the basis of all our achievements expectations.

- Meet all relevant legal requirements, policies, standards and expectations of our parent company, Loxam Group.

- Ensure QHSE planning and risk management is an integral part of our 'business as usual' management processes and ensure the engagement of management and peers to direct and support response to incidents.

- Provide guidance, training, and procedures for staff and contractors to enable them to comply with and contribute to this policy and to ensure visibility of management teams to emphasize the importance of safety culture across all members.

- Undertake QHSE inspections, audits and management reviews to ensure that the policy remains effective, and a benchmark is provided for our performance to set improvement goals.

- Consider environmentally sustainable practices and energy efficient power sources to reduce our carbon footprints.

- Maintain a QHSE Management System which meets the requirements of ISO 9001, ISO 14001, ISO 45001, and local/regional standards.

- Monitor and review QHSE procedures to ensure standards are maintained whilst highlighting potential areas for continual improvement according to customers' needs and expectations for satisfaction.

This policy will be reviewed at least annually as part of our commitment to continual improvement and will be made available to clients and the public on request. The scope of our policy and management system will include all company offices, depots, and sites within the Middle East.

Waleed Isaac
Managing Director
Date: 29-11-2023

1. QHSE Policy

The Company will take all reasonable and practical measures to ensure the health, safety and welfare of all employees and third parties who may be affected by its operations.

This Policy is the direct concern of the senior management team and will be actively enacted to ensure that all measures are implemented. The Company Quality, Health, Safety and Environmental (QHSE) Manager is the competent person to assist the Managing Director in the implementation of the policy.

This statement will be brought to the notice of all employees who will be actively encouraged to submit ideas for improving the general standards of Health, Safety and Welfare at sites, workshops and offices

1.1 Provision

In securing the implementation of this policy the Company will ensure that provisions for meeting the requirements of The Health and Safety Laws in each of Rapid Access operating areas are in conjunction with other Acts and Subordinate Regulations and local legislations mentioned in this statement are regarded as the minimum requirements of Health and Safety.

Senior Management and the QHSE Manager will review Health and Safety Performance at monthly management meetings.

The main provisions are to: -

- Ensure that all hazards and risks associated with work activities are identified and then eliminated or reduced to reasonably practicable levels.
- Provide a safe working environment, which either eliminates the risks or reduces the risk to health and safety as far as is reasonably practicable.
- Provide suitable facilities and equipment to protect the health and safety of employees and other persons.
- Provide adequate welfare facilities.
- Ensure that all employees are provided with the information, instruction and training necessary to ensure the safe completion of their tasks.

The implementation of these provisions is the direct responsibility of the Company's Management at all levels and all employees. The Company's QHSE Manager and Country / Depot managers are responsible for Health and Safety and accountable to the Managing Director for the overall implementation of this policy.

It is the legal duty, under all local laws in the Middle East of each employee whilst at work to:

- Take reasonable care for the health and safety of themselves and others who may be affected by their acts or omissions.
- Co-operate with the employer regarding any statutory duty or requirement imposed on the Company and ensure full compliance to business operations.
- To ensure that no person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare in pursuance of any relevant statutory provisions.

The Policy will be reviewed annually or more frequently if circumstances require.

1.2 Arrangements

The Company's QHSE Policy has been designed to achieve the following: -

- The prevention of injury or illness to all persons affected by the Company's operations, And mitigating risks due to damages to company's properties or the environment.
- Provision of regular risk assessments and introduction or update new /existing procedures when required.
- The provision and maintenance of safe equipment, working conditions and methods of work.
- The issue and maintenance of PPE where the nature of the work being carried out requires this, in the interests of safety and accident prevention.
- Correct reporting, investigation and costing of injury, illness, damage and loss with a view to achieving a reduction in accident frequency rates (AFR) by analyzing accident causes and trends. Reporting of all accidents shall be via the Procedure and MS Teams Channel for escalation to the QHSE Manager, Managing Director, SMT and to the Group where and when required.
- Adequate and appropriate training of all staff including induction into Company procedures and will be fully informed of all relevant safety related matters.
- The Staff always observe safe working practices, with reference to relevant Codes of Practice and risk assessments.

It is the ultimate responsibility of Rapid Access's SMT to ensure that the QHSE policy is strictly applied as far as reasonably practical all business activities to safeguard the quality, health, safety, and welfare of all the employees.

Managers at all levels have been advised that the accident prevention functions shall be regarded as equally important as other management functions essential to the day-to-day operation of the company. They have been charged with the clear responsibility to do everything so far as is reasonably practicable during operations of the company to ensure: -

- i. That tools, plant, equipment, MEWPs and vehicles are properly maintained and operated.
- ii. That safe systems of work have been developed and followed.
- iii. That the workplace or places over which they have control are environmentally acceptable, safe and free of all risks to health and safety.
- iv. The safety and absence of risks to health in connection with use, storage and movement of articles and substances.
- v. Training is only carried out using compliant equipment and credible, competent trainers or external providers.

To secure these requirements all managers are charged with the responsibility to ensure that all necessary information, training, instruction and supervision are available for the prevention of accidents and the maintenance, as far as is reasonably practicable, of a place of work for all employees that is safe and without risk to health.

Managers are also required to provide all necessary safety training for all categories of employees under their control, to provide safety devices, PPE appropriate to their operations and to secure the assistance of all employees by regular discussion of safety problems encountered to develop a safe place of work and ensure health and safety and from time to time to monitor the effectiveness of systems installed for this purpose.

Building on the previous points, it's important to emphasize that every employee has a responsibility to ensure their own health and safety, as well as that of their colleagues and any other individuals who

might be impacted by their actions or inactions in the workplace. Additionally, employees are obligated to collaborate with their peers, helping to ensure that both their own statutory duties and those of their employer are effectively met.

Where a statute or code of practice exists for the regulation of day-to-day activities it must be regarded as a minimum requirement only and it is the Company's intention to strive with the active co-operation of all employees to achieve the highest possible standards in all aspects of quality, health, safety, and welfare at work.

FOUR PILLARS OF H&S CULTURE

1. **INTERVENTION:**

   Employees have the power to halt any work that could be dangerous or harmful to individuals, environment, company property/reputation. To prevent incidents, it's crucial to monitor Leading indicators like SHOC cards, audits & inspection findings, near misses. Toolbox talks help raise safety awareness

2. **ENGAGEMENT:**

   All employees are required to participate in the risk assessment process, in collaboration with the HSE team. This includes identifying and addressing risks, and finding solutions to ensure the safety of all activities performed at Rapid Access.

3. **VISIBILITY:**

   The management team is responsible to set a good example for safety in the depots. They are the Safety Champions and should promote a positive safety culture by encouraging employees to speak up about safety concerns.

4. **BENCHMARKING:**

   We must establish a benchmark and assess our depots against it(e.g., TechX Platinum, zero lost-time injuries, etc.) to ensure that our health and safety standards and culture are consistently improving rather than declining.