



engro corp

health, safety, and environment (hse) policy

Engro Corporation delivers essential services for Pakistan including world class products and infrastructure for a multitude of stakeholders.

To meet the expectations of the nation and stakeholders, i.e., our employees, contractors, customers, shareholders, communities located around our facilities and the public, we are committed to Health, Safety, and Environment (HSE) as our core value and key business objective.

Accordingly, we are duty-bound to:

- continually work towards ZERO occurrence of occupational injuries and illnesses, process safety mishaps, and environmental incidents,
- integrate HSE aspects in business decisions,
- identify threats that can adversely affect PEAR (People, Environment, Assets, Reputation) and prevent and/or mitigate adverse outcome through effective barriers and work processes,
- ensure that the capabilities of our employees remain cutting edge to provide warranted care and attention for barriers and work processes,
- practice inherent safety in design, continuous HSE performance improvement and compliance with the regulatory requirements of the Government of Pakistan, the provinces in which we operate, as well as other guiding obligations,
- use energy and materials efficiently to conserve natural resources, and
- develop awareness, a consultative and participative culture to instill HSE ownership and responsibility in employees and contractors.

We will pursue these obligations based on:

- visible involvement of Management in HSE enforcement,
- implementation of a goal-oriented “world class” HSE Management System derived from international standards and industry best practices,
- assignment of the responsibility and accountability for HSE compliance to Line Management and use of HSE performance as a key element in the appraisal of staff and contractors,
- an effective assurance process in place to continually identify and correct non-compliances, and
- stewardship of our products to eliminate the potential harm due to misuse.

I look forward to the commitment and dedication of Engro Corporation employees and contractors to the guiding principles above at all times.

Ghias Khan

President & CEO
Engro Corporation Limited

Date: December 1, 2023