



شركة الزامل للصناعات المعدنية الثقيلة
AL ZAMIL HEAVY INDUSTRIES LTD.

ZHI HSE Policy

ZHI is committed to providing products and services in a safe, environmentally sensitive, and responsible manner to protect all our assets and the interests of stakeholders and associates.

ZHI is committed to providing the necessary resources and management structure for the implementation and continual improvement of its Environmental, Health, and Safety (HSE) Management System and Programs.

ZHI incorporates the goal of compliance with all relevant laws, regulations, and other requirements, the prevention of pollution, the reduction and eventual elimination of workplace injuries and illnesses, and education and empowerment of our associates in respect of HSE matters.

We recognize that the active participation and consultation of our workforce is essential to achieving HSE excellence. ZHI encourages all associates to be involved in the development, implementation, and continuous improvement of our HSE practices.

The effectiveness of our HSE Management System is achieved by:

- Implementing targets, programs, procedures, and reporting methods to assure legal compliance and continually improving the effectiveness of our HSE performance.
- Applying appropriate technologies, procedures, and controls to minimize risk to the environment. And to promote the health and safety of our associates and the safety of assets..
- Creating formal mechanisms to consult with associates and their representatives on HSE matters and to consider their input when identifying hazards, assessing risks, and making decisions on control measures.
- Educating, training, empowering, and involving our associates to work safely and to be environmentally responsible.
- Encouraging associates to proactively report unsafe conditions or environmental concerns and to contribute suggestions for HSE improvement without fear of retaliation.
- Minimizing waste and preventing pollution at our facilities through the efficient use of energy and resources, and by sorting and recycling materials. Conducting supplier audits and management reviews.
- Communicating and reinforcing this policy throughout all ZHI associates, contractors, suppliers, customers, and the public.

This HSE Policy provides the basis and framework for setting and annually reviewing environmental, health, and safety objectives and targets.

Managers at various levels of the organization are responsible for the deployment of this HSE Policy. We require everyone to personally comply with the principles of this document.

Ibrahim Saleh Al Zamil
Chief Executive Officer
AL ZAMIL HEAVY INDUSTRIES LTD
September 10, 2025