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<b>HEALTH AND SAFETY POLICY</b>			



IAL are committed to providing a safe and healthy environment across our campuses and project sites for all stakeholders, making it an integral part of our business excellence and sustainability efforts. We will implement our EHS management system and regularly review the established objectives to maintain no harm and zero accident and targets to ensure optimal performance and drive continuous improvement.

As an organization, we strive to ensure that every task, job, or assignment is carried out safely. The health and safety of our employees, service providers, and any other person who may be impacted by our operations is of paramount importance. Every person working at IAL is responsible for ensuring health and safety good practices are managed and followed at all levels of IAL operations.

To achieve this, we are committed to:

1. Integrating health and safety considerations into all business processes and operational work methods to meet our goals.
2. Providing safe and healthy working conditions to prevent work-related injuries, illnesses, and infectious diseases.
3. Eliminating hazards and minimizing risks related to our health and safety management system.
4. Establish and maintain a robust emergency preparedness and response system in accordance to applicable regulation and good international industry practice;
5. Ensuring full compliance with applicable legal requirements and other national, regional, and local health and safety statutory regulations or government guidelines and good international industry practices;
6. Encouraging workforce consultation and participation through necessary training and fostering a positive health and safety culture.
7. Implementing the latest technologies, best practices, and digital initiatives in health and safety management for more efficient business operations.
8. Influence our service providers and suppliers to adopt principles and practices in alignment with our policies.
9. Drive continuous health and safety improvement through setting of clear and measurable targets & objectives and implementing and maintaining mechanisms for measuring, evaluating and improving health and safety performance throughout the company.

IAL will implement this policy and will measure and report progress and performance on a periodic basis. This policy will be reviewed every 2 years.

Prepared by:	Position: - Manager ESG	Date: 07.09.2024	Signature: 
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