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HEALTH AND SAFETY POLICY			

We are committed to the goal of zero harm and no accidents at workplace. 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.

We will:

- Comply with applicable national, regional, and local health and safety regulations, and good international industry practices;
- Arrange safe systems of work, maintain safe work environment and perform operations according to established procedures to demonstrate compliance with safety requirements;
- Incorporate health and safety criteria in the selection of service providers, technology, plant, and equipment to ensure they are aligned with our values, ambitions, goals, commitments and performance of health and safety;
- Provide all employees and service providers with appropriate health and safety training, facilities and equipment to fulfil their duties in a safe manner;
- Ensure active reporting and investigation of incidents with a view to improving preventive and mitigating safeguards and preventing recurrence through increased resilience;
- Implement regular health surveillance and risk-based exposure monitoring to ensure the protection of employee and service provider's health;
- Develop, implement, and maintain health and safety management systems aligned with our commitments and beliefs and consistent with applicable regulations and global standards;
- Establish and maintain a robust emergency preparedness and response system in accordance to applicable regulation and good international industry practice;
- Monitor and prepare for health pandemics to protect our people and our business;
- 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;
- Promote a positive health and safety culture through effective communication, training with participation and consultation of employees and service providers;
- Influence our service providers and suppliers to adopt principles and practices in alignment with our policies.

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: - HSE Head	Date: 15.09.2022	Signature: 
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