



Policy Statement

The Company is fully committed to protecting the health and safety of its employees, contractors, visitors, and the environment across all operations, particularly within high-risk oil and gas projects.

Health, Safety, and Environmental protection is a core business value and a fundamental condition of employment. No operational objective shall take precedence over HSE performance.

Scope

This Policy applies to all employees, trainees, and assigned personnel engaged in Company activities, including operations conducted on client-controlled sites such as Petroleum Development Oman and similar operators.

Compliance with this Policy is mandatory.

HSE Commitments

The Company commits to:

- Providing a safe and healthy working environment;
- Preventing injuries, occupational illnesses, and environmental harm;
- Complying with applicable laws, regulations, and client HSE requirements;
- Implementing effective risk identification and control measures;
- Promoting a strong HSE culture through leadership and accountability.

Stop Work Authority

All personnel have the right and obligation to stop any activity they believe poses an immediate risk to health, safety, or the environment. No disciplinary action shall result from the proper exercise of Stop Work Authority.

Client & Site Compliance

All employees shall comply with:

- Client HSE rules, procedures, and site instructions;
- Permit to Work (PTW) systems where applicable;
- Life Saving Rules, safety campaigns, and mandatory inductions.

Non-compliance may result in removal from site and disciplinary action.



شركة نجم عوفية الوطنية للبترو
AWAIFIAH STAR LOCAL OIL COMPANY

ASLOC

HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY

Roles & Responsibilities

- Management: Provide leadership, resources, and oversight to ensure effective HSE implementation.
- Supervisors: Enforce safe systems of work and intervene in unsafe conditions.
- Employees: Work safely, follow instructions, use PPE, and report hazards and incidents immediately.

Incident Reporting

All incidents, near misses, and unsafe conditions shall be reported promptly and investigated to prevent recurrence.

Discipline

Breaches of this Policy or client HSE requirements may result in disciplinary action, including termination in cases of serious or repeated violations.

Legal & Client Alignment

This Policy is implemented in accordance with applicable laws of the Sultanate of Oman and relevant client HSE frameworks and standards.

Approved by:
Managing Director