

**Ittehad Chemicals Limited**  
**Significant Policies of the Company**

**Title:** Health , Safety and Environment Policy

**Purpose:** To ensure availability of better environmental conditions for all employees and to show compliance with all the relevant laws and regulations.

**Scope:** Not applicable

**Policy Statement:** At ICL the businesses and facilities are managed to protect the environment and the health and safety of the employees, contractors, suppliers, customers and communities. The work in ICL is dedicated to the principle that all work place injuries illness and adverse environmental impacts are preventable. While the ultimate responsibility for safety, health and environment management lies with management, all employees bear responsibilities for their own safety, that of their co-workers and protection of the environment. Employees' commitment and involvement at all levels of the company are vital for the success of this policy.

In support of this policy the Company will:

- Comply with all relevant laws, regulations and company procedures related to safety, employee's health, environment, quality and public health as a minimum standard of acceptable practice.
- Inspect facilities regularly and maintain them in safe operational conditions.
- Incorporate health, safety and environment considerations into the development, manufacture, distribution, use and disposal of existing and new products.
- Provide customers, contractors and shippers with information relevant for the proper distribution and usage of the products distributed and used properly.
- Provide management leadership and share accountability for continuous improvement in health, safety and environment performances.
- Establish health, safety and environment continuous improvement goals based on sound science, risk assessment and benefit analysis, measure, audit and communicate performance.
- Require contractors and visitors to comply with health, safety and environment policies, standards and procedures of the company.

**Materiality level** Materiality level is not applicable for the purpose of this policy statement.

**Ittehad Chemicals Limited**  
**Significant Policies of the Company**

***Authority and  
Responsibility***

**Board of Directors**

Board has the sole authority to delegate powers to Chief Executive regarding any change or modification in this policy.

**Chief Executive Officer**

Chief executive Officer is hereby authorized to change or modify the policy statement in accordance with the particular circumstances of the Company.

**Human resource department**

HR department is responsible for observing compliance with the policy statement.

**Audit Committee**

Audit committee is responsible for monitoring of compliance with this policy statement.

***Related  
documents and  
records***

Files containing correspondence with Govt agencies