

## TCR HEALTH, SAFETY AND ENVIRONMENTAL POLICY

TCR is committed to good Health, Safety and Environment (HSE) practices based on sound risk assessments and appropriate training. With its zero tolerance approach towards HSE compliance, TCR has an exemplary track record since the inception of the company with the absence of any major lost-time arising out of health, safety, or environmental accidents. With its proactive risk aversion approach, TCR remains as the safest chain of commercial laboratories in the region.

### TCR Health & Safety Policy Statement

By setting high standards, TCR expects all its managers to be actively involved with respect to safety and protection of all stakeholders including its clients, visitors and contractors on company premises and the public at large. TCR ensures safety controls with procedures, records and maintenance contracts are in place to control safety including:

1. Fire Alarm and extinguishers maintenance contract
2. H2S Procedures
3. Training Records
4. Injury Records
5. Control of flammable substances and acids

TCR is committed to conducting its activities as per following guidelines:

- Each TCR location will comply with all applicable Safety, Health and Environment Regulations within the territory in which it operates
- While the Directors and Management accept their responsibilities for Health and Safety at work, they expect all employees to play their part and to fulfill their legal obligations under Health and Safety Legislation by taking reasonable care to avoid accidents to themselves and others and following company procedures. Full mutual cooperation will ensure common objectives are achieved

- Every employee has the responsibility to maintain a safe working environment in which risks arising from the TCR's working practices are identified and controlled. Any willful violation of safety policy will result in disciplinary action.

### **On-Site Safety Readiness**

- Each member of the site team working on a particular project will be briefed prior to his or her first visit to site on the safety hazards associated with site work.
- A site visit can be organized by the company representative to discuss the safety aspects with the site safety officer
- In case a safety-training program is in existence on client site, staff will have to attend it mandatorily
- The company representative carries out periodic site visits and regular safety reviews with site staff
- TCR will supply all the required safety wear necessary to provide the required protection on-site, if the same is not provided by the client

### **TCR Environmental Protection Guidelines**

As a responsible organization, TCR has over the years demonstrated a strong commitment towards environmental protection. Continuous improvement and sustainability has been the driving force of its environment policy. TCR acknowledges that its activities have an impact on the environment; therefore, it encourages all its employees to strictly comply with our internal policies by ensuring:

- Zero disposals of untreated chemicals or other substances down internal drains. It's mandatory for all employees to check with their supervisor for the correct disposal procedure
- Use of proper waste management system to ensure all classes of waste are disposed of in accordance with current legal requirements and local rules
- Storage of all oils and chemicals including solvents and paints in designated bounded areas

- Use of designated area especially for Refueling site transport, compressors etc.
- Special training for site emergency procedure for spillage or leakage for all the employees handling substances hazardous to the environment
- Only authorized personnel are allowed to fill or drain bulk storage tanks
- Mandatory reporting of all spillages/leakages and other incidents including breakdown or malfunction of any plant, equipment controlling discharge into the environment and other housekeeping activity at risk

### **Breach of HSE Policy**

The definition of a serious breach of Health, Safety and Environment Policy is very difficult to categorize objectively in a prescriptive sense and therefore circumstance will dictate the appropriate disciplinary action. There are of course specific instances where summary dismissal will be applicable:

1. Recklessness in the use of chemicals and radiation sources or any other hazardous materials
2. Intentional removal or deactivation of any safety device
3. Operating equipment under the influence of alcohol or drug abuse
4. Falsification of safety records or incident reports
5. Illegal disposal of any hazardous substance
6. Willful negligence to carry out proper maintenance of buildings, equipment etc.