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KEO International Consultants

Health & Safety Policy

Effective Date: 01/12/2018

KEO International Consultants deem health and safety to be of primary importance and a fundamental core business value. KEO recognise that an effective health and safety program requires senior management leadership. KEO is committed to the creation of a safe and healthy work environment that is free from injury and ill health for all employees and those affected by the company's work activities. It is KEO's objective to effectively manage risk and minimise loss. To achieve this KEO will:

- Promote and encourage a positive health and safety culture that considers people to be its most valuable asset and health and safety to be a first consideration.
- Implement and continually improve a health and safety management system compliant with international standards and best practice.
- Identify and assess hazards and implement effective procedures to eliminate those hazards and reduce occupational health and safety risks in both the KEO workplace and on projects under KEO management.
- Arrange appropriate and suitable health and safety training for all employees.
- Monitor and review the effectiveness of KEO health and safety procedures, plans and processes in meeting KEO health and safety objectives.
- Provide health and safety advice, information and solutions for all employees, stakeholders and other interested parties.

KEO will comply with legal and other health and safety requirements. KEO health and safety management systems will be maintained and regularly updated to include the organisation and arrangements to achieve this.

KEO will give unequivocal support to all managers, supervisors and employees who act in the best interest of health and safety. KEO will consult with employees and encourage their participation in health and safety matters.

All KEO employees are required to take reasonable care of their own and others health and safety and implement KEO health and safety requirements in all work locations.

The KEO Health and Safety Policy will be reviewed at least annually and revised as necessary.

A handwritten signature in blue ink, appearing to read 'Donna Sultan', is written over the printed name and title below it.

Donna Sultan
Chief Executive Officer
KEO International Consultants

Reviewed and approved for implementation: 1st January 2022



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Environmental & Sustainability Policy

Effective Date: 01/10/2010

KEO International Consultants is totally committed to the protection and enhancement of the Environment and the sustainability of natural resources. Environmental and sustainability management is a major component of KEO's business strategy and will be a principal consideration in respect of all of the company's work activities. KEO management will provide the leadership, motivation and the necessary resources to effectively manage environmental protection and efficiently achieve optimum sustainability by:

- Complying with all applicable laws, regulations and statutory obligations relating to environmental issues
- Generating a culture of environmental and sustainability understanding and awareness at all places of work.
- Eliminating waste and controlling the excessive use of energy, water and other resources.
- Reducing carbon emissions to the lowest possible levels.
- Implementing end of life strategies such as recycling and re-using regarding all work and procurement planning and activity.
- Eliminating or mitigating the environmental impact of work activities including the control of noise, dust and vibration and preventing contamination and pollution of the air, water and land.
- Competently managing and controlling all waste including special waste.
- Making contingencies to manage and control any environmental mishap or incident.
- Providing quality environmental and sustainability advice, information and solutions to all employees, clients, stakeholders and other interested parties.
- Identifying, reporting, investigating and resolving all environmental incidents and non- conformances.

KEO will comply with and generally exceed environmental and sustainability statutory obligations and requirements including local initiatives and guidance.

KEO Sustainability and Environmental Policy will be reviewed at least annually and revised as necessary.

A handwritten signature in blue ink, appearing to read 'Donna Sultan', written over a white background.

Donna Sultan
Chief Executive Officer
KEO International Consultants

Reviewed and Approved for implementation: 1st January 2022