

HEALTH, SAFETY, AND ENVIRONMENT POLICY

We provide the safest workplace possible for our employees, subcontractors, clients, and others who enter or who are near our construction sites.

Accidents are Preventable.

It is our belief and culture that all accidents/injuries are preventable. At IECS, our goal continues to be ZERO ACCIDENTS. This is a concept that all IECS employees believe is attainable.

At IECS, we believe that the prevention of accidents is both our moral obligation and good business. Our safety efforts are based on our belief that every working person is entitled to a safe and healthy place to work. The responsibility for the health and safety of our employees goes far beyond simple compliance with federal and state regulatory requirements. We recognize that the protection of our employees, property, the public, and the environment is essential to the efficient and successful completion of every construction project we undertake.

We train our managers, supervisors, and employees to identify and correct unsafe conditions and more importantly unsafe work practices.

Running a safe job site is essential to the success of any project and in turn, our success. A safe site means a well-organized project that stays on schedule and an environment where high-quality standards can be met.

The basis for health, safety, and environmental programs is that accidents causing injuries or illness to personnel or impact on the environment are preventable. Everyone must prevent accidents, and all personnel is expected to conduct business in a manner that actively integrates the elements of the IECS Health, Safety, and Environment Program into applicable aspects of IECS operations. The goal of the IECS Health, Safety, and Environment Program are zero accidents; therefore, accident prevention continues to be of paramount importance to the firm. To this end, safety takes precedence over expediency.

This would be achieved by:

- **To comply** with all client Health, Safety, and Environmental requirements as well as to applicable Laws and relevant Industry standards of practice concerning the protection of health and safety of staff of its Employees in the workplace and other persons affected by its business activities and the presentation of environmental pollution.
- **To establish** procedures that provide direction on Health and Safety matters to all employees. These procedures are periodically evaluated in light of current case law, new regulations, and emerging industry practices.

- **To evaluate** the Health, Safety, and Environmental (HSE) aspects of our services so that they have no undue environmental impact and are safe in their intended use, efficient in their consumption of energy and natural resources, and can be recycled, reused or disposed of safely.
- **To communicate** and make available this Policy to its Employees, clients, contractors, suppliers, partners, and customers and with the communities in which it operates to achieve these goals and carry out these Policies.
- Each manager/supervisor has the **responsibility** through a personal example to create a climate in which everyone shares a concern for his safety and the safety of his fellow workers.

Every employee of **IECS** has a direct responsibility in achieving these goals. It requires good co-operation and continuous commitment. The management has an exemplary function in this process. We trust everyone to support and propagate this Policy.

Yours Sincerely,

Muhammad Azeem
Chief Executive