



# Dr. Qaisar Ali Associates (SMC-Private) Limited Structural Design Specialists

CONSULT/1665

## Health, Safety, and Environment (HSE) Policy

### 1. Policy Statement

At Dr. Qaisar Ali Associates, we are steadfast in our dedication to ensuring the highest standards of health, safety, and environmental stewardship. Our goal is to protect our employees, contractors, and the communities we operate in while safeguarding the environment. We strive to integrate advanced Health, Safety, and Environmental (HSE) practices into every facet of our operations.

By fostering a culture of responsibility and accountability, we empower every individual in the organization to prioritize safety and sustainability. We are committed to continuous improvement, operational excellence, and regulatory compliance.

### 2. Core Commitments

#### Compliance and Leadership:

- ✚ Fully comply with all relevant local, provincial, national and Dr. Qaisar Ali Associates' HSE regulations.
- ✚ Exhibit strong leadership by setting clear expectations and providing the necessary resources to achieve HSE excellence.

#### Comprehensive Risk Management:

- ✚ Conduct detailed risk assessments and hazard identification for all activities, considering regional-specific challenges such as:
  1. Remote locations and difficult terrain.
  2. Potential for road accidents and security risks.
  3. Environmental vulnerabilities, including water and land protection.

Address:

**Islamabad Office:** Office No. 205, Hussain Complex (Building 74), Civic Center, Bahria Phase IV, Islamabad.

**UAE Office:** IFZA Business Park, DDP, PO Box 342001, Dubai, UAE

**Pesh Office:** Apartment # 08, Fourth Floor, Shinwari Plaza, Nasirbagh Road, Peshawar

- ✚ Employ advanced risk mitigation techniques, including engineering controls, administrative measures, and emergency planning.

## Employee Health and Safety

- ✚ Maintain a work environment that prioritizes safety through regular inspections, maintenance, and upgrades to tools and equipment.
- ✚ Provide all personnel with appropriate Personal Protective Equipment (PPE) and ensure their proper usage through mandatory training and reinforcement.
- ✚ Ensure robust reporting systems for hazard identification, near-miss reporting, and incident management.

## Emergency Preparedness and Response

- ✚ Develop region-specific emergency plans addressing risks such as:
  1. Road accidents on challenging terrain.
  2. Civil disturbances and natural disasters.
- ✚ Conduct frequent emergency drills to ensure rapid and effective responses, minimizing the impact of any incident.

## Environmental Sustainability

- ✚ Adopt sustainable practices to reduce resource consumption, minimize waste, and prevent pollution.
- ✚ Implement measures to protect local ecosystems and promote the efficient use of energy and materials.
- ✚ Regularly monitor environmental performance to ensure compliance and identify opportunities for improvement.

## Continuous Improvement and Innovation

- ✚ Establish measurable goals and regularly review performance metrics to ensure alignment with HSE objectives.
- ✚ Leverage technological advancements and industry best practices to enhance safety, efficiency, and environmental care.

- ✚ Encourage feedback from employees, clients, and stakeholders to drive proactive improvements.

### 3. Roles and Responsibilities

#### Management

- ✚ Set strategic HSE objectives and allocate resources to achieve them.
- ✚ Ensure compliance with all applicable regulations and standards.
- ✚ Lead by example to promote a culture of safety and sustainability.

#### Supervisors

- ✚ Enforce HSE protocols and supervise adherence on all project sites.
- ✚ Provide clear instructions and ensure workers understand the importance of safe work practices.
- ✚ Identify and address hazards promptly to maintain safe operations.

#### Employees and Contractors

- ✚ Adhere to all HSE policies and procedures, including proper use of PPE.
- ✚ Actively participate in training programs and safety meetings.
- ✚ Report unsafe conditions, incidents, or near-misses immediately to supervisors.

### 4. Policy Enforcement

Non-compliance with this HSE policy will be addressed promptly through corrective actions, which may include re-training, suspension, or termination based on the severity of the infraction. Our zero-tolerance approach underscores the importance of prioritizing health, safety, and environmental integrity.

### 5. Communication and Policy Review

This policy will be communicated to all employees, contractors, and stakeholders via inductions, briefings, and training programs. Regular reviews will ensure the policy remains relevant, effective, and aligned with industry best practices and regulatory requirements.

## 6. Approval

This policy is endorsed by the senior management of Dr. Qaisar Ali Associates, demonstrating our unwavering commitment to protecting our workforce, clients, and the environment.