

ENVIRONMENT, HEALTH AND SAFETY POLICY

Freight International believes that excellence in Safety, Health and Environment in every aspect of its business is fundamental. Safety is a guiding philosophy in all spheres of activities. Every single employee's safety is the constant concern and every precaution has been taken to provide a safe workplace. Our goal is zero injuries, illnesses and incidents and minimizing environmental impact that may be associated with the conduct of our business.

Our Objectives :

- ✓ **Comply with all applicable Safety, Health & Environment laws and regulations.**
- ✓ **Enhance Safety, Health & Environment (SHE) awareness among employees through effective communication and training.**
- ✓ **Review and analyze all work place accidents, incidents in order to implement corrective / preventive actions to avoid unsafe practices / conditions.**
- ✓ **Prevent /Minimize Safety, Health & Environment risks through continuous improvement in process and practices.**

We have every month a safety meeting which is attended by Sectional Heads to review the previous months activities in relation to the safety measures generally followed by the company.

We have taken all the precaution to avoid any accidental fire for that purpose we have put up " **NO SMOKING SIGNS**" in all the areas where our workers are working and also strictly prohibited to smoke during the working hours inside our own premises as well as when attending our clients premises.

Fire extinguishers are installed in various places of our facility accessible to all concerned in case a fire occurs. All workers and Supervisors are trained to operate fire extinguishers.

We are also providing gloves, boots, hard hats, etc to prevent any injury to our work force. Sufficient warning notices are given to employees and the third party involved.

As a continuous improvement of our safety programmes, we have weekly meeting of our workers called by our Sectional Heads to emphasize the strict adherence to the safety measures and see that any violation has occurred and also to give guidelines how to handle a projected situation where caution and safety is utmost important.

First Aid Boxes are provided in our workplace. Kit is always carried by our packing crew when attending a outside job. Prior to the commencing of the work, gas bottles, cylinders are moved to a safer place.

The above practices are in place and hence we have not yet experienced even a minor accident and no manpower were lost. It is due to our constant vigilance and follow up exercise, we are continuously practicing in our work spots.

Our workers are fully covered by the insurance and a compensation is provided in the same either for meeting medical expenditure or a substantial lumpsum amount to compensate the loss of life. We have a health



programme by which periodical medical check up is carried out on our employees and all ailments, if any, are treated at company's cost.

We have 35 transport trucks of our own. Of course, needless to say the vehicles involved in accidents is none of which our drivers or crew travelling in the same truck were injured and no manpower were lost. Our truck, drivers and passengers are fully covered by insurance policy and compensation of substantial amounts are stipulated in the same. All our vehicles are regularly checked and certified also within the pollution control limits by the appointed traffic authorities.

Our Supervisors are also conducting surprise checks at work spots where our packers are attending our clients residence / warehouse.

We strive to complete each day without any injuries, illnesses or incidents in our workplaces, homes and communities. We have made substantial progress toward our goal of zero incidents in our operations. We recognize that our safety performance must improve further and understand that this will require full employee involvement and commitment. Our internal programs are designed to improve safety performance by stimulating leadership at all levels of the organization and ultimately forming one inclusive team of employees and contractors.

We are proud to say our Safety, Health & Environment Policy which unites all employees together in contributing to the prosperity of humanity and the protection of environment, we share.

Freight International as defined the organization environmental policy in accordance with all applicable Laws and Regulations as well as and in pursuance of continual improvement of the activities of the company, to improve the environment. We are committed to respecting and protecting the environment and preventing pollution. In doing so our activities will be covered by an environmental management system in line with the requirements of the **International standard ISO 9001:2015**.

In practice and to ensure our commitment to pollution prevention and environmental conservation, our aims are:

1. Waste Reduction

We are committed to reduce, re-use and recycle waste .We take the following steps to achieve this:

Reduce

- Eliminate unnecessary reports and reduce report size.
- Eliminate unnecessary forms and redesign to use less paper.
- Don't use cover sheets on faxes.
- Make fewer copies. Share copies and don't make more copies than you need.
- Print or copy on both sides.
- Proof documents on screen and preview before printing.
- Set up computers to automatically print two-sided. .
- Take steps to reduce unsolicited mail.
- Design mailers which avoid the use of envelopes (fold and staple the paper). Use electronic mail and voice mail.



Reuse

- Collect paper that has been used on one side and reuse as draft paper in fax machines.
- Buy only copiers and printers that will make two-sided copies reliably.
- Reuse envelopes by placing a label over the old address.
- Use reusable envelopes for interoffice mail.
- Use outdated letterhead for in-house memos.
- Reuse file folders.
- Shred newspapers and reuse for packaging.
- Wood is completely recycled in any form possible when making boxes crates and lift vans. We also re-use thick gauge plastic, wherever possible.
- Use appropriate disposal and recycling methods for all electrical wastes, electronic equipment, Oils and other contaminated wastes.

Recycle

- Estimate how much waste paper your office produces and arrange to shred for filling packages.
- Clearly labeled recycling bins should be kept near copiers, shipping and receiving areas, and in employee eating areas to collect white paper, mixed paper, newspaper, magazines, cardboard as well as non-paper products (glass, aluminum, plastic, etc).
- Don't buy paper that is a contaminant in recycling, e.g. thermal fax paper, glossy/plastic coatings, plastic windows, bright colors including goldenrod, laser printer inks, adhesive products.
- Print directly on envelopes rather than using labels.

2. Energy and Water Saving

All at Freight are made aware of the need to conserve energy as a part of our induction training. We conserve energy and water wherever possible by:

1. Turn off lights that aren't in use. Getting rid of costly and inefficient incandescent bulbs, and replace them with compact, fluorescent lights. Not only do compact fluorescents use a quarter of the power of traditional bulbs, but they can also last much longer.
2. Configure computers to enter sleep mode when they're not in use. While it's generally a good idea to turn off electronic equipment, computers waste more energy by rebooting than they do in the hibernation mode. Only turn off computers and monitors at the end of the day, as they won't be used for many hours.
3. Unplug unnecessary electronic equipment when it is not in use. This is especially important for devices like cell-phone chargers, as they can be a constant drain on power throughout the day. Unplug all the electric equipments like printers, photocopiers...etc until they're needed.
4. Recycle paper whenever possible. Configure office copy machines to print on both sides of pages. Encourage employees to use scrap paper to take notes.
5. When washing hands or dishes, don't let the water run while rinsing. Fill one sink with wash water and the other with rinse water. Collect the water you use for rinsing fruits and vegetables, then reuse it to water for the plants.



6. Designate one glass for your drinking water each day or refill a water bottle. This will cut down on the number of glasses to wash.

7. Drop your tissue in the trash instead of flushing it and save water every time.

3. Pollution Prevention

Chemicals of a corrosive or hazardous nature are not used and our efforts are to the maximum, to use the cleaning products which are environment friendly wherever possible. If at all the waste is produced this is disposed of safely, in compliance with the rules and regulation of the respective Government authorities.

Make sure your car is running well to avoid costly repairs, reduce pollution, and improve the mileage of your vehicle. Clean out your Truck !!

- ✓ **Conserve our natural resources** through the use and support of recycled packing materials and the management of waste and debris.
- ✓ **Consider the impact upon our environment** prior to services or goods being acquired.
- ✓ Ensure that **environmental laws and standards** are adhered to.
- ✓ Encourage staff and supplier involvement through **awareness of environmental policies**.
- ✓ Minimise risk to our customers, employees and those who come into contact with our job activities.
- ✓ **Prevent pollution.**
- ✓ Strive for continual improvement.

Regularly review the objectives of this policy and ensure that we are achieving the desired improvements in environmental performance.

*** This policy is communicated to all employees, customers, suppliers, contractors and the community/public.**

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