



C.A.T. Group 2020 Environmental, Health & Safety Policy

The "C.A.T." Group is committed to conducting operations in a manner that safeguards people, property, facilities, communities, environment and to eliminate hazards & reduce OH&S risks. We believe that all injuries, environmental incidents and instances of work related to ill health are preventable; **the full co-operation of management, all employees and interested parties is required to achieve this goal**. We are totally committed to Health, Safety and Environmental Legal and Other Requirements which are as essential and equally important as production and schedule objectives.

Management has developed, documented, implement an Occupational Health and Safety Management System in accordance with ISO 45001:2018 which is maintained, periodically reviewed and continually improved in order to meet changing situations, Statutory, Regulatory and other requirements subscribed to by the Group.

Management is engaged and has appointed a Health, Safety and Environmental Management Representative who is responsible for the monitoring of Health, Safety and Environmental functions inclusive of: documentation, audits, performance measurement, coordination with clients and arranging for H.S.E. related training for personnel with the overall objectives of "Continual Improvement & Compliance to Statutory, Regulatory and other requirements".

The following principles form the building blocks for our approach to Health, Safety and the Environment:

- The formulation and distribution of clear measurable Health, Safety and Environmental Objectives which shall be regularly monitored reviewed through written programs and reset in order to continually improve the Management System and meet all legal and other requirements to which C.A.T. Group subscribes.
- Each employee is responsible for Health, Safety and Environmental compliance with regulatory and company procedures as a condition of continuous employment.
- Employees are actively involved in the development and monitoring of the Management System, have the right and responsibility to question the adequacy of provisions and to make recommendations for changes or improvements.
- The supervisory organization is responsible and accountable for preventing injuries, incidents and ill health related to our workplaces and to environment compliance.
- Management provides the necessary resources and training for our employees to ensure that we meet our Health, Safety, Environmental and Regulatory compliance objectives.
- We proactively identify workplace deficiencies through management engagement, Hazard and Risk Analysis, regular inspections, constant evaluations and take the appropriate Corrective and Control actions. Incidents including ill health are investigated and measures to avoid future occurrence are taken.
- We employ only those sub-contractors who are committed to maintaining the appropriate standards of Health, Safety, Environmental and Regulatory Compliance.

Our most valuable assets are people, environment, and property and as such they must be protected. We will continuously work to improve our performance through management involvement, employee's consultation & participation, client and peer critique and proactive approaches. "C.A.T." management is committed to these principles and demonstrates its dedication through actions.

Joseph M. Gebara

C.A.T. Group C.E.O.

02.03.2020