

TCR SAFETY, HEALTH AND ENVIRONMENTAL POLICY

TCR Arabia is very proud to have an exemplary track record in health, safety and environmental compliance, with no major lost time due to accidents since inception of the company in KSA.

TCR Arabia has a 'Zero Tolerance' Approach with regards to Safety compliance of its employees. TCR Arabia is committed to good Health and Safety practices based on sound risk assessments and appropriate training.

Throughout TCR Group including TCR Arabia a 'zero tolerance' approach to SHE has been adopted and together with our proactive approach on these issues, we will ensure we remain the safest chain of commercial laboratories in the region.

A. Safety Training

Each new member of staff is thoroughly briefed on the safety hazards associated with a laboratory environment.

The training will, as a minimum, cover the safety aspects of laboratory work including the following:

- Handling of substances hazardous to health.
- Safe operation of cutting, milling, grinding and turning equipment.
- Safe operation of lifting equipment.
- Eye protection.
- Ear protection.
- Respiratory safety.
- Fire Alarm System.

Each member of staff is asked to sign a document to confirm that he has read and understood the safety hazards and precautions. The company supplies safety wears necessary to provide the required protection against laboratory hazards.

B. Safety Control

Procedures, records and maintenance contracts are in place to control safety. These include:

- Fire Alarm and extinguishers maintenance contract.
- H2S Procedures.
- Training Records.
- Injury Records.
- Control of flammable substances and acids.

C. On-Site Safety

Each member of the site team working on a particular project will be briefed prior to his or her first visit to site on the safety hazards associated with site work. Should an organized safety-training program be in existence, staff will attend it. A site visit can be organized by the company responsible person to discuss the safety aspects with the site safety officer.

The company responsible person can carry out periodic site visits and regular safety reviews with site staff.

TCR Arabia will supply all the required safety wear necessary to provide the required protection on site, if the same is not provided by the client.

D. TCR Arabia Safety Policy Statement

TCR Arabia sets high standards and expects all managers to be actively involved with respect to Health and Safety and the protection of our environment.

This means:

- Each TCR Arabia location will comply with all applicable Safety, Health and Environment Regulations within the territory in which it operates.
- While the Directors and Management accept their responsibilities for Health and Safety at work, they expect all employees to play their part and to fulfill their legal obligations under Health and Safety Legislation by taking reasonable care to avoid

accidents to themselves and others and following company procedures. Only by full co-operation can the common objectives TCR be achieved.

- Every employee has the responsibility to maintain a safe working environment in which risks arising from the TCR's working practices are identified and controlled. Any willful violation of safety policy will result in disciplinary action.

The definition of a serious breach of Safety Policy is very difficult to categorize objectively in a prescriptive sense and therefore circumstance will dictate the appropriate disciplinary action. There are of course specific instances where summary dismissal will be applicable, i.e.

1. Recklessness in the use of chemicals and radiation sources or any other hazardous materials.
2. Willfully removing or disabling any safety device.
3. Operating equipment or driving whilst clearly incapacitated through alcohol or drug abuse.
4. Falsification of safety records or incident reports.
5. Disposing illegally of any hazardous substance.
6. Willful negligence to carry out proper maintenance of buildings, equipment, etc.

TCR is committed to conducting its activities in such a way as to protect the safety of clients, the public at large, visitors and contractors on company premises.

E. Environmental Protection

Environmental matters are of great importance to the Company.

To Avoid Damaging the Environment, all TCR Arabia employees are encouraged to strictly comply the following:

- Do not pour chemicals or other substances down internal drains. Check with your supervisor for the correct disposal procedure.
- Proper waste management system must be used to ensure that all classes of waste are disposed of in accordance with current legal requirements and local rules
- Store all oils and chemicals including solvents and paints in designated bounded areas.

- Refueling site transport, compressors etc. must be carried out in designate areas.
- If you handle substances hazardous to the environment, make sure you are aware of the site emergency procedure for spillage or leakage.
- Make sure that you are authorized and familiar with the local procedures before filling or draining process tanks or bulk storage tanks.
- Report all spillages/leakages and other incidents, the breakdown or malfunction of any plant and equipment controlling discharge into the environment and any poor housekeeping.