

BLACK WOLF

HEALTH, SAFETY AND

ENVIRONMENT (HSE) POLICY

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Prepared by: Rubad Mufti

Approved by: Yad Mohammed - GM



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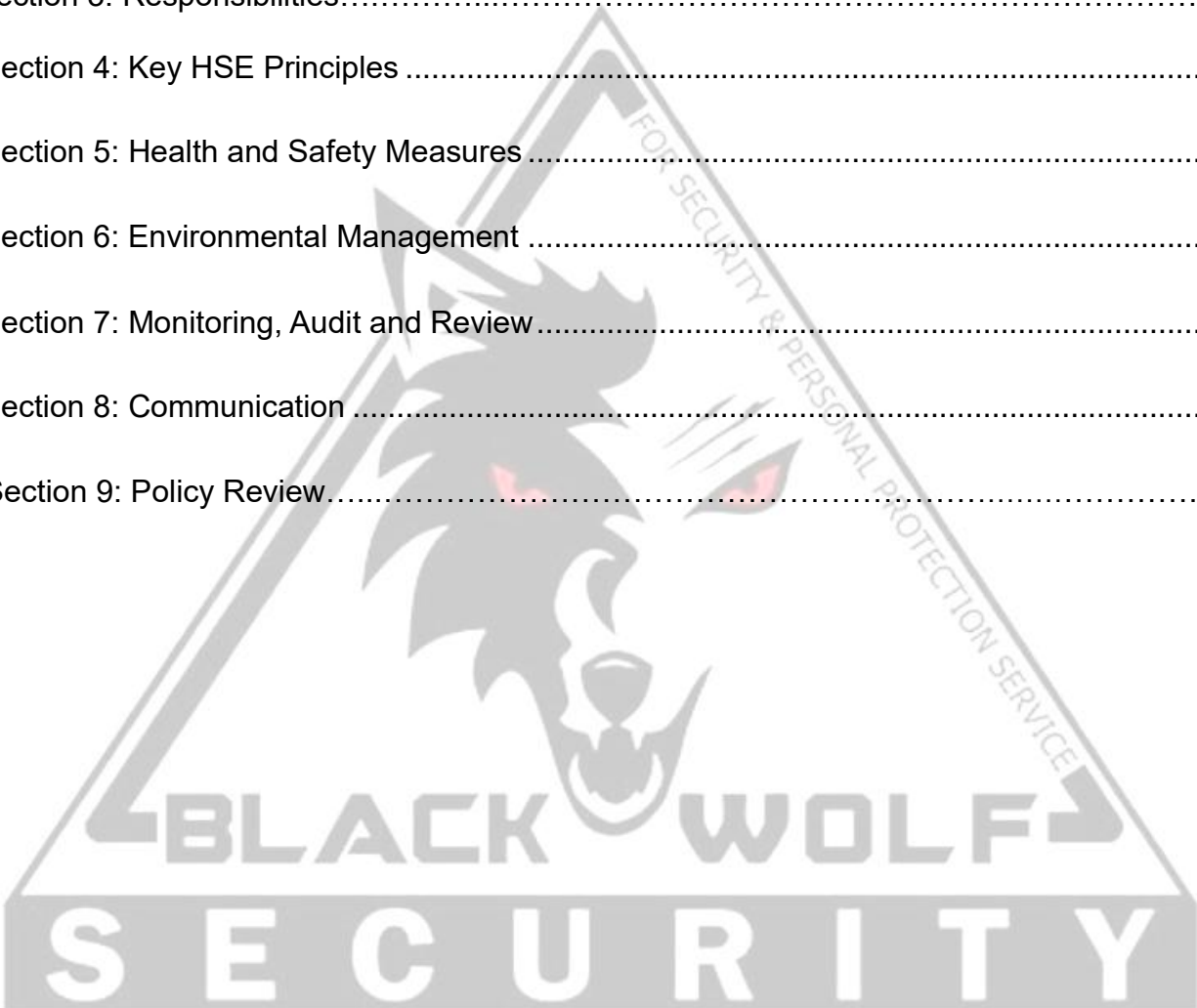
Abstract

This document must be read by all Black Wolf employees and implement its protocols & Procedures accordingly

General Manager
gm@bw-security.com

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Black Wolf Security

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

This Policy applies to all Black Wolf employees, compliance to the protocols is mandatory.

Section 1: Policy Statement

Black Wolf for Security and Personal Protection Services Ltd is committed to the highest standards of health, safety, and environmental (HSE) management. We recognize our duty to provide a safe and healthy working environment for all employees, contractors, visitors, and other stakeholders, while also minimizing our impact on the environment. We are committed to ensuring that health, safety, and environmental considerations are integrated into every aspect of our operations.

Section 2: Objectives

- **Health & Safety:** To protect the health and safety of our employees, clients and contractors by preventing accidents, injuries, and occupational illnesses.
- **Environmental Protection:** To reduce our environmental impact by preventing pollution, minimizing waste, and promoting sustainable practices.
- **Legal Compliance:** To ensure compliance with all relevant local, national, and international HSE regulations, as well as industry standards.
- **Continuous Improvement:** To promote a culture of continuous improvement by regularly reviewing and improving our HSE practices and systems, such as HSE Inspections, Investigation Reports and Corrective Actions, etc.

Section 3: Responsibilities

The policy statement emphasizes that the implementation of this Health, Safety, and Environmental (HSE) Policy is applied to all Black Wolf staff, which is essential to ensure consistent adherence to safety protocols and environmental standards across the organization.

Section 4: Key HSE Principles

- **Risk Management:** All operations will be subject to regular risk assessments to identify, evaluate, and control health, safety, and environmental hazards. These assessments will be carried out in collaboration with the Operations Department and at the request of the client, in accordance with the terms outlined in the contract between Black Wolf Security and the client.
- **Training and Education:** All relevant employees will receive ongoing training to enhance their awareness and competence in health, safety, and environmental matters. These trainings will be carried out in collaboration with the Operations Department and at the request of the client, in accordance with the terms outlined in the contract between Black Wolf Security and the client.
- **Maintenance:** It is requested that proper maintenance records for all company equipment, including weapons and vehicles, are submitted to HSE Department to ensure compliance with local regulatory standards and facilitate audits.
- **Incident Reporting and Investigation:** Employees are encouraged to promptly report any incidents, near-misses, or unsafe conditions. All reported incidents will be investigated to determine root causes and prevent recurrence.
- **Emergency Preparedness:** We will ensure that appropriate emergency procedures and contingency plans are in place to manage incidents effectively.

Section 5: Health and Safety Measures

- **Workplace Hazard Assessments:** We will carry out regular assessments of the workplace to identify potential health and safety risks.
- **Personal Protective Equipment (PPE):** We will provide and ensure the use of appropriate PPE to protect employees from identified hazards.
- **Workplace Ergonomics:** We will promote ergonomic practices to prevent repetitive strain injuries and support employee well-being.

Section 6: Environmental Management

- **Resource Efficiency:** We will seek to minimize the consumption of natural resources, including energy, water, and raw materials.
- **Waste Management:** We will promote waste reduction strategies and ensure proper disposal or recycling of waste materials.
- **Pollution Prevention:** We will implement practices to reduce emissions and prevent pollution of the air, water, and soil.

Section 7: Monitoring, Audit and Review

We will regularly monitor and review our HSE performance through internal audits, inspections, and management reviews. The results will be used to drive continuous improvement, ensuring that our HSE management system remains effective and aligned with our objectives.

Section 8: Communication

We are committed to maintaining open lines of communication with all employees, contractors, and stakeholders on health, safety, and environmental issues. Regular safety meetings, training sessions, and updates will be conducted to ensure the effective exchange of information and promote a strong HSE culture.

Section 9: Policy Review

This policy will be reviewed and updated as necessary to ensure its continued relevance and effectiveness. All changes to this policy will be communicated to all employees, contractors, and relevant stakeholders

Yad Mohamed Rashid
General Manager

