



Health, Safety & Environment Policy

AHI Carrier is a provider of specialist Heating, ventilation and air-conditioning system products and services for the residential, commercial and oil and gas industry markets. Considering this scope, health and safety protection as well as environmental protection are fundamental to our organization's process and overall performance. We are committed to:

- *The provision of safe and healthy working environment for the prevention of occupational injuries and ill health through effective management programmes that control health and safety risks associated with our activities.*
- *The prevention of pollution and more efficient use of resources, by mitigating process related impacts in the natural, built, and socio-economic environment.*
- *Continual improvement of all related programmes and standards to enhance organizational HSE performance.*
- *Compliance with all related legal provisions and corporate standards through routine compliance assessments as well as ensuring full compliance with them.*
- *Elimination of reasonably possible hazards and reduce Occupational Health and Safety risks.*
- *Facilitate consultation and encourage participation of workers in the management system through distinct procedures.*

We recognize the importance of interested parties' inclusion in the HSE management system and shall establish participation and control processes, with documented procedures where appropriate. Consistent communication between all interested parties will contribute to the development of a positive health and safety culture at all levels of the organization. All employees and contractors have a responsibility to adhere to regulations and standards to ensure the policy commitments are met.

All managers at AHI Carrier are tasked with the corporate and legal obligation to ensure all requirements are implemented in their line of responsibility through:

- The provision of adequate resources (human, financial, time) to ensure the effectiveness and sustainability of the HSE management system.
- The identification and development of required employee competencies through training, instruction, and supervisory systems: to enable all employees to discharge their duties safely, without risk to health and with minimum environmental impact.
- Establishment of suitable health, safety, environmental objectives, and the implementation of functional HSE programmes.
- Routine review and monitoring of HSE programmes and overall performance.

The Chief Executive Officer, who has overall responsibility for this policy, will ensure the provision of adequate resources for the HSE Policy implementation and review.

This policy will be brought to the attention of all employees and persons working on behalf of the company and reviewed annually. It will also be freely available to the public via the company website www.ahi-carrier.com.

Madhanagopal Chandrakumar
Chief Executive Officer
AHI Carrier Fzc