

SHE OBJECTIVES AND TARGETS

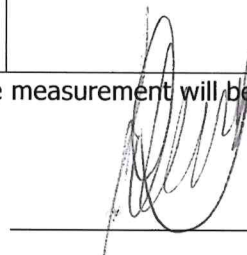
No	Objective	Action plan	Progress				Responsible Person	Target Date	Completion Date
			May 2025	Aug 2025	Nov 2025	Feb 2026			
1	Reduce Vehicle Accident Frequency Rate (VAFR) by 0.20	- Perform pre-use and monthly vehicle inspections - Review all vehicle incidents and implement plans and enforce compliance - Communicate lessons learned in toolbox talks - Conduct quarterly audits on vehicle safety compliance	50%	60%	100%	Achieved	Section leader/ All personnel driving company vehicles/ Safety department/ Fleet manager	Feb 2026	Nov 2025
	Reduce Vehicle Accident Frequency Rate (VAFR) by 0.10	- Perform pre-use and monthly vehicle inspections - Review all vehicle incidents and implement plans and enforce compliance - Communicate lessons learned in toolbox talks - Conduct quarterly audits on vehicle safety compliance				10%	Section leader/ All personnel driving company vehicles/ Safety department/ Fleet manager	August 2026	
2	Maintain First Aid Frequency Rate (FAFR) by 0.00	- Conduct regular task observations to identify and correct unsafe behaviours - Reinforce toolbox talks focused on minor injuries and preventive measures - Maintain good housekeeping to prevent slips, trips, and falls - Conduct refresher training on proper use of PPE and safe work procedures - Investigate all first aid cases for root causes and implement corrective actions - Encourage early reporting of hazards and near misses	100%	100%	100%	100%	Section leader/ Safety department	Continuous	

		Recognize teams or individuals with zero first aid incidents							
3	Obtain 3 500 000	Continuous awareness				Achieved	All /Safety department		
4	Obtain 4 000 000	Continuous awareness				Achieved	All /Safety department		
	Obtain 6000 000	Continuous awareness				5%	All /Corporate Safety department	2027-01-31	
5	Achieve 100% safety training completion for all employees within the reporting period	- Develop a comprehensive safety training plan covering all required topics - Schedule mandatory training sessions for all employees, including new hires - Track attendance and completion through a training management system - Recognize departments or employees who complete training on time	95%	100%	100%	80%	Training department/ Corporate Safety department	Continuous	
6	Reduce the Days Injury Frequency Rate (DIFR) to 0.00 within the reported period	Maintain DIFR at 0.00 through continues monitory, safety training, hazard management, and employee engagement	100%	100%	100%	100%	All /Corporate Safety department	Continuous	
7	Ensure the SHE strategy plan is fully adhered to, maintaining compliance with ISO 45001 (Occupational Health & Safety) and ISO 14001 (Environmental Management) standards	- Conduct internal audits to verify compliance with ISO 45001 and ISO 14001 requirements - Provide training and awareness sessions to employees on policies and ISO standards - Adress non-conformances promptly through corrective and preventative actions - strategy plan as needed to reflect changes in operations or standards - Report progress regularly to management to ensure	0%	25%	100%	0%	A Elliott	Continuous	

		accountability and continuous improvement							
8	Prevent ill health among employees by proactively managing workplace hazards and promoting health and well-being	• Conduct regular occupational health assessments and medical surveillance • Implement risk assessments to identify and control health hazards in the workplace • Promote wellness programs, including mental health, ergonomics, and lifestyle initiatives • Ensure safe handling of chemicals, materials and equipment • Provide training and awareness on hygiene, infection control, and healthy work practices • Monitor sick leave trends and investigate causes to implement preventive measures • Encourage early reporting of symptoms or health concerns for timely intervention	95%	100%	100%	100%	IR Department/ Safety department	Continuous	
9	Minimize waste, emissions, and resource consumption	• Implement waste segregation, recycling, and reduction programs • Optimize energy and water use in operations • Monitor and report environmental performance regularly	25%	28%	28%	50%	Corporate safety department/All	Continuous	
10	Achieve 100% compliance with all environmental laws and permits	• Maintain an updated legal register of environmental requirements • Conduct periodic internal audits to verify compliance • Train employees on applicable environmental legislation	100%	100%	100%	100%	All	Continuous	

11	Reduce consumption of non-renewable resources	- Encourage energy – efficient equipment and practices - Reduce paper and material usage through digitization and process improvements - Source environmentally- friendly materials where feasible	25%	28%	28%	50%	All	Continuous	
12	Achieve zero reportable environmental incidents	- Conduct risk assessments for environmental incidents hazards - Implement control measures for spills, leaks and emissions - Established emergency preparedness plans for environmental incidents	100%	100%	100%	100%	Corporate Safety Department	Continuous	
13	Reducing the organization's Carbon Footprint by 2% per annum through sustainable practices and operational efficiency improvement	- Monitor and measure carbon emissions across all operations (energy, fuel, travel) - Implement energy efficiency initiatives, including equipment upgrades and process optimization - Promote renewable energy use and reduce reliance on fossil fuels - Encourage responsible travel- use virtual meetings and carpooling where possible - Raise awareness among employees about energy-savings and emission-reduction practices - Track performance and report annually on emission reductions and achievements	12%	26%	59%	18%	All	Continuous	

* The measurement will be done on a 3 monthly basis and percentage complete updated



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