

Health Safety Environment & Well Being Policy

Our Vision

To achieve Zero Harm through leadership, accountability, and a culture of care. Descon is committed to maintaining world-class standards in Health, Safety, and Environmental (HSE) performance. We aim to protect the wellbeing of our employees, stakeholders, and the environment by proactively managing risks, demonstrating strong leadership, and embedding a culture of safety and sustainability in all our operations. This policy applies to all Descon business units, subsidiaries, and joint ventures worldwide. It is aligned with ISO 45001:2018, ISO 14001:2015, and ISO 45003:2021.

1. Leadership & Accountability

Descon's leadership at all levels demonstrates visible felt leadership by engaging with frontline teams, listening to concerns, recognizing safe behaviors, and showing personal commitment to HSE and employee wellbeing through consistent actions. Senior leaders accept full accountability for HSE outcomes and ensure that adequate resources, training, and support are provided to achieve our safety objectives. HSE is integrated into strategic planning, operational decisions, and daily business practices to reinforce a culture where health, safety, and environmental excellence is a core value.

2. Worker Participation & Culture

Promote meaningful consultation and participation of workers and their representatives in HSE and wellbeing decisions and initiatives. Encourage reporting of unsafe conditions and actions without fear and foster a just culture of safety accountability. Empower all personnel to stop unsafe work and act in the interest of their safety and the safety of others.

3. Risk Management & Continuous Improvement

Systematically identify potential risks, including psychosocial risks and environmental effects, and evaluate their impact on our operations, employees, clients, community, and environment. Embed a Plan-Do-Check-Act (PDCA) approach to drive continual improvement in HSE and employee wellbeing performance. Identify, investigate, and correct deficiencies in our HSE management systems with a focus on both actual and potential incidents. Identify systemic trends through our hazard and impact analysis programs, enabling focused mitigation of high-risk areas.

4. Contractor & Supplier Oversight

Verify and evaluate that subcontractors and suppliers consistently implement and maintain effective HSE and employee wellbeing systems aligned with Descon's expectations. Ensure that contractor performance is monitored, reviewed, and supported to meet Descon's HSE standards.

5. Emergency Preparedness & Response

Ensure appropriate and reliable emergency response systems are in place and regularly tested for effectiveness in all operations. Conduct periodic emergency drills to validate readiness and identify areas for improvement.

6. Environmental Stewardship

Integrate sustainable practices to reduce our environmental footprint, manage greenhouse gases, conserve energy and water, and manage air emissions, chemicals, and waste. Strive for continuous improvement in our environmental performance aligned with international environmental management standards and sustainable development goals.

7. Monitoring & Compliance

Establish HSE audit systems to assess compliance, identify gaps, and verify that corrective actions are implemented effectively. In the absence of applicable legislation or industry standards, Descon shall apply its internal HSE Management System consistent with this policy.

8. Communication & Training

Communicate this policy to all internal and external stakeholders and ensure it is visibly displayed at all workplaces. Provide training, resources, and ongoing competency development to encourage behavior that supports this policy. Promote awareness of mental health and well-being as part of overall safety culture.

9. Policy Maintenance

This policy is documented, implemented, and maintained as part of Descon's integrated management system and shall be reviewed at least annually to ensure its continued relevance and effectiveness.



Taimur Saeed
Chief Executive Officer