



Health, Safety & Environment Policy

Through our work and behaviour, **Proman** is committed to protecting the health and safety of all our people, stakeholders involved in our operations and the communities in which we operate. Within our full value chain across Trinidad, we will conduct our business with respect and care for the environment and systematically manage risks to drive sustainable business growth. Through implementation of this policy, **Proman** in Trinidad seeks to maintain the trust of all stakeholders and be recognised as a global leader in HSE performance.

OUR PLAN

To meet our commitment, **Proman** will:

1. **Demonstrate visible and active leadership** that engages employees and service providers by managing Health, Safety and Environmental (HSE) performance as a line responsibility with clear authorities and accountabilities.
2. **Ensure** that all employees and contractors understand that **working safely is a condition of employment** and are responsible for their own safety and safety of those around them.
3. **Manage** all projects, processes and products through their life cycles in a way that **protects** safety and health and minimizes environmental impact.
4. **Provide** employees with the **capabilities, knowledge and resources** necessary to instil personal ownership and motivation to manage risk and achieve HSE excellence.
5. **Make readily available** relevant safety and health **information** to contractors and require them to provide proper training for the safe, environmentally sound performance of their work.
6. **Measure, audit and publicly report** HSE performance and maintain open dialogue with stakeholder groups and with communities where we operate.
7. **Comply** with applicable laws and regulations and **continually improve** our HSE performance.
8. **Maintain** a secure work environment to protect ourselves, our contractors and the Company's assets from the risks of injury, property loss or damage.
9. **Communicate** our commitment to this policy to our affiliates and contractors and **seek** their support.
10. **Demonstrate** our resilience and preparedness to maintain business continuity in the event of natural disasters and other emergency events.

Proman in Trinidad shall implement management systems, which will support the delivery of this policy.

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Claus Cronberger
Managing Director
Proman Limited, Trinidad and Tobago

Date: 1st November, 2019



Security Policy

OUR APPROACH

Our working and living environment have evolved and the Proman Trinidad Security Policy provides guidance and direction on our approach to maintaining security. This policy will ensure that we set the right conditions to protect our employees, assets, information, integrity and reputation from actual, potential and emerging threats. Our Security Policy applies to everyone, whether you are a permanent or temporary employee, contractor or visitor, and extends to all business dealings and transactions in which we and our affiliates operate.

GUIDING PRINCIPLES

Safety is at the heart of what we do and security is integral to that. Secure operations are dependent upon employee participation, commitment and accountability, therefore Proman subscribes to the fundamental principles to which must be adhered to in order to conform with this policy.

OUR PLAN

Proman is committed to:

1. **Assessing, understanding** and **managing** security risks with a dynamic approach that takes into account both prevailing and emerging threats.
2. **Enabling** the creation of a positive security culture that supports our businesses.
3. **Empowering** and **engaging** employees through security awareness and training.
4. **Reporting all** security incidents and concerns to management.
5. **Investigating** security incidents and breaches appropriately and promptly, then implementing corrective actions to avoid recurrence.
6. **Working** with suppliers and business partners to achieve our security standards.
7. **Promoting** protection of employees, as well as our assets, information and operations, while striving for continuous improvement.
8. **Ethically** discharging our security obligations, by partnering with the relevant enforcement authorities and state bodies, to ensure adherence to national and international laws and regulations while respecting human rights.

Individual Proman Company Directors, Heads and Managers are responsible for the establishment and maintenance of the group's security practices, including implementation of the Proman Security standards.

A handwritten signature in black ink, appearing to read 'Claus Cronberger'.

Claus Cronberger
Managing Director
Proman Limited, Trinidad and Tobago

Date: 1st November, 2019