

HEALTH & SAFETY POLICY

1. Purpose

Ready Guard Security Services (Pvt.) Ltd. ("RGSS") adopts this Health and Safety Policy to ensure a safe, healthy, and secure working environment for all employees, contractors, visitors, and stakeholders. The Policy aims to prevent workplace injuries, reduce health risks, promote safe operational practices, and ensure compliance with relevant laws and international standards.

2. Scope

This Policy applies to all RGSS employees, guards, supervisors, managers, administrative staff, contractors, subcontractors, and any third parties working at RGSS or client sites. It covers all workplaces, equipment, vehicles, and activities carried out on behalf of RGSS.

3. Policy Commitments

3.1 Providing a Safe Workplace

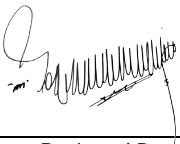
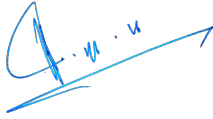
RGSS is committed to providing safe, organized, and hazard-free workplaces. All environments must comply with legal requirements, client HSE expectations, and internal safety standards. Preventing accidents and risks is a core organizational priority.

3.2 Preventing Workplace Injuries and Illness

RGSS actively works to prevent injuries, illnesses, unsafe practices, and environmental health risks. This includes hazard control, monitoring, supervision, training, and continuous improvement of safety measures.

3.3 Compliance with Laws and International Standards

RGSS complies with Pakistan's health and safety laws, environmental regulations, labor requirements, and relevant industry standards. The organization follows international best practices aligned with ISO 45001 principles and SMETA expectations.

	
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3.4 Risk Assessment and Hazard Control

RGSS conducts regular risk assessments to identify workplace hazards and implement controls. Risk assessments are updated when operations change, new tasks arise, or safety concerns are identified.

3.5 Incident Reporting and Investigation

All incidents, including injuries, near misses, unsafe conditions, and property damage, must be reported immediately. RGSS investigates incidents promptly, identifies root causes, and implements corrective and preventive actions.

3.6 Emergency Preparedness

RGSS prepares employees to respond effectively to emergencies by maintaining emergency procedures, training staff, ensuring availability of first aid resources, and conducting drills where necessary.

3.7 Use of Personal Protective Equipment (PPE)

Employees must use required PPE according to job roles and site requirements. PPE must be maintained, stored properly, and replaced when damaged. Failure to use PPE is a safety violation.

3.8 Safe Use of Equipment and Tools

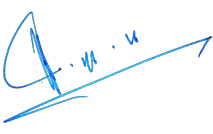
Employees must use all work equipment safely and only after receiving proper training. Tools must be regularly inspected, maintained, and removed from service if unsafe or damaged.

3.9 Health Protection and Wellbeing

RGSS supports employee wellbeing by encouraging good physical and mental health, managing fatigue, providing access to medical evaluation, and promoting a respectful, harassment-free environment.

3.10 Duty of Care and Responsibility

Management must provide safe workplaces, resources, training, and enforce safety rules. Supervisors must monitor safe behavior and report hazards. Employees must follow safety procedures, use equipment properly, and report incidents immediately.

	
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3.11 Transportation Safety

Employees operating company vehicles must follow traffic laws, avoid unsafe driving behavior, perform vehicle checks, and report mechanical issues promptly. Driving under fatigue or intoxication is strictly prohibited.

3.12 Drug and Alcohol Restrictions

Employees must not report to duty under the influence of alcohol, illegal drugs, or misused medication. Violations will result in disciplinary action.

3.13 Workplace Violence Prevention

RGSS enforces zero tolerance for violence, threats, harassment, intimidation, or abusive behavior. All individuals must be treated with dignity and respect.

3.14 Continuous Improvement

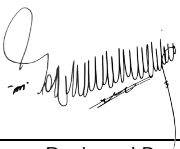
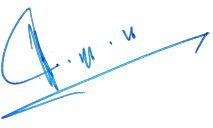
RGSS continuously improves its safety performance through audits, inspections, incident reviews, and updates to procedures and training programs.

4. Training and Awareness

RGSS provides ongoing training on emergency response, PPE usage, safe work procedures, hazard recognition, and incident reporting. Training ensures all employees remain aware of safety expectations.

5. Commitment

RGSS remains committed to maintaining a safe and healthy workplace. All employees must follow this Policy and contribute to a strong safety culture that protects people, property, and organizational integrity.

	
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