

HSSE COMMITMENT AND POLICY

Our commitment and policy reflect the integrated way we work across **Top Hospitality Services** in the areas of health, security, safety, the environment (HSSE). All our employees, contractors and joint ventures under our operational control must manage HSSE in line with this commitment and policy.

Commitment:

In **Top Hospitality Services**, we are all committed to:

- Pursue the goal of no harm to people;
- Protect the environment;
- Use material and energy efficiently to provide our products and services;
- Publicly report on our performance;
- Play a leading role in promoting best practice in our industries;
- Manage HSSE matters as any other critical business activity; and
- Promote a culture in which all **Top Hospitality Services** employees share this commitment.

In this way we aim to have an HSSE performance we can be proud of, to earn the confidence of customers and shareholders.

Policy:

Top Hospitality Services:

- Have a systematic approach to HSSE management designed to ensure compliance with the law and to achieve continuous performance improvement;
- Sets targets for improvement and measures, appraises and reports performance;
- Requires contractors to manage HSSE in line with this policy;
- Requires joint ventures under its operational control to apply this policy, and uses its influence to promote it in its other ventures; and
- Includes HSSE performance in the appraisal of employees and rewards accordingly.

**Mohamed Salah SOMRANI Chief
Executive Officer**

Date: 12 July 2019