

---

**HEALTH SAFETY AND ENVIRONMENT POLICY**

---

---

**SKYWAYS AIR SERVICES LIMITED**

---

*[Handwritten Signature]*



## **1. INTRODUCTION**

Skyways Air Services Limited ("**Company**") is committed to maintaining the highest standards of health, safety, and environmental management in all aspects of our business operations. As a Air Freight forwarder handlings, Company believes that the well-being of our employees, contractors, customers, and the communities in which we operate is fundamental to our success and sustainability.

## **2. POLICY STATEMENT**

The Company believe that all workplace injuries, occupational illnesses, and environmental incidents are preventable. The goal is to foster a culture of safety and environmental responsibility through proactive risk management, continuous improvement, and compliance with applicable laws, regulations, and industry standards.

## **3. KEY COMMITMENTS**

The Company shall constantly strive to improve our environment, occupational health and safety performance. To achieve this, we are committed to the following:

- i. Prevent all occupational hazards, risks, injuries, and illnesses, and nurture the overall well-being of employees by taking reasonable care through effective implementation of control measures.
- ii. Comply with all relevant legal and statutory requirements in the areas of environment, occupational health and safety.
- iii. Conserve natural resources by looking for innovative ways to decrease our water, land and material use by integrating the concept of reduce/reuse/recycle into the use of consumables and hardware.
- iv. Prevent and control all pollutants with applicable standard limits and minimize waste while promoting resource recovery through recycling and proper disposal.
- v. Optimize energy usage across our business by conserving energy, increasing energy efficiency, using renewable energy, and reducing carbon emissions.
- vi. Drive environmental, health and safety awareness programs and drills, and instil a culture of safety among employees, visitors and partners through training, active participation, communication and consultation.
- vii. Conduct periodic workplace risk assessments to identify any further measures needed to control risks to the health and safety of employees and other personnel.

## **4. HEALTH, SAFETY AND ENVIRONMENT OBJECTIVES**

To support our commitment, the Company will:

- i. Fulfil all applicable legal, regulatory, and contractual health and safety environment requirements across all locations and operations.
- ii. Promote a safety-first culture by engaging all employees in health and safety training, awareness programs, and active participation.





- iii. Set and review measurable health and safety environment objectives and targets to drive continuous improvement.
- iv. Minimize environmental impacts by:
  - a) Efficient resource utilization (energy, water, raw materials, etc);
  - b) Implementing the waste hierarchy i.e. reduce, reuse, recycle; and
  - c) Managing waste responsibly and sustainably.
- v. Strive to reduce our carbon emissions, particularly through optimized logistics, energy-efficient practices, and adoption of clean technologies.
- vi. Assess the health and safety environment risks and opportunities associated with our Company and its services, products, and activities.
- vii. Consider the environmental and social impact of procurement by evaluating supplier performance against sustainability criteria.
- viii. Ensure health and safety environment considerations are integrated into facility design, maintenance, and operations of the Company.
- ix. Encourage the use of virtual communications and eco-friendly travel alternatives to reduce travel-related environmental impacts.

## **5. EMPLOYEE INVOLVEMNET AND TRAINING**

- i. Equip all employees, contractors, etc, with the necessary training, tools, and resources to work safely and responsibly.
- ii. Promote open communication and reporting of incidents, near misses, and unsafe practices without fear of retaliation.
- iii. Validate employee suggestions for health and safety environment improvements and incorporate feasible ideas into action plans.

## **6. GOVERNANCE AND MONITORING**

- i. Regularly monitor, report, and evaluate health and safety environment performance against global standards and internal benchmarks.
- ii. Maintain relevant health and safety environment certifications and ensure compliance through routine audits, inspections, and corrective actions.
- iii. Review this policy annually to reflect changes in legal requirements, operational scope, or organizational priorities.



**7. DISCLOSURE OF THE POLICY**

This Policy shall be disclosed in the annual report of the Company and posted on the website of the Company.

