

SAFETY, HEALTH & ENVIRONMENTAL POLICY

STATEMENT

Tendo Electronics (Pvt) Ltd is a leading service and turnkey solution provider for network critical physical infrastructure (NCPI), renewable energy & energy efficient solutions. Tendo is committed to attaining success, fulfilling its operational goals, its context and strategic direction.

In the process of conducting our business, we shall:

- Ensure a safe and healthy working environment for our employees and contractors.
- Promote environmental protection & ensure pollution prevention & efficient use of resources.
- Uphold all applicable Compliance Obligations & other requirements within our scope of operation.
- Provide a framework for setting and periodically reviewing standards and objectives.
- Cultivate a culture of Continual Improvement & Employee Participation & Consultation

Tendo Management commits to driving the following tenets to achieve an accident-free year:

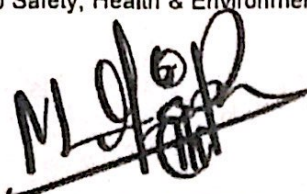
- Having Safety as a Non-Negotiable where everyone has a right to a safe working environment,
- Provide adequate leadership, training and awareness to ensure that the organization's processes are well executed to satisfy all interested parties.
- Continuously communicate, liaise & engage all Interested Parties including suppliers, subcontractors & visitors on safety, health & environmental matters,
- Periodically conduct job-specific & site-specific identification and assessment of risks & opportunities (HIRA) to prevent accidents & incidents as well as providing appropriate mitigation measures,
- Periodically assess SHE performance and continually improve through reporting, recording and investigation of incidents, including near-misses as a prevention strategy.
- Enshrine individual & group responsibility on safety & health issues through the "Brother's Keeper's Concept"
- Being promoters of good environmental stewardship both within the organization & with all external activities.

Our approach to Occupational Safety, Health and Environmental Management takes into account employee wellness, good governance, sustainability, social responsibility, expectations of interested parties and continual improvement. As such, all employees shall adhere to the provisions of the Tendo Safety, Health & Environmental Policy.

Signed:



Managing Director



Chief Engineering Officer