



Occupational, Health, Safety and Environment Policy

5th February 2026

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Power of Sultan Security Services (PSS)

Security Risk Advisory & Consultancy / Travel Risk Management and Secure Movement Services
/ Protective, Static and Site Security Operations / Crisis, Incident and Emergency Response /
ISO-Aligned Compliance and Operational Governance Frameworks

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1 Policy Statement

Power of Sultan Security Services and Private Guards Ltd (PSS) is committed to providing safe, secure and environmentally responsible operations across all activities. PSS recognises that effective health, safety and environmental (HSE) management is fundamental to operational excellence, risk mitigation and the protection of personnel, clients, contractors, communities and assets.

We are committed to preventing work-related injury and ill health, minimising environmental impact, and continually improving our HSE performance.

2 Scope

This policy applies to all PSS employees, subcontractors, operational activities and all locations under PSS control. This policy is communicated internally and made available to relevant stakeholders upon request.

3 Leadership and Accountability

Senior Management shall:

- Demonstrate visible leadership in HSE matters
- Ensure adequate resources are allocated to manage HSE risks
- Integrate HSE considerations into operational planning and decision-making
- Monitor HSE performance through measurable objectives
- Review HSE performance as part of formal Management Review processes

All managers and supervisors are accountable for implementing this policy within their areas of responsibility.

4 Roles and Responsibilities

Table 1: Roles & Responsibilities

Roles	Responsibilities
Senior Management shall:	Ensure the implementation and effectiveness of this Policy Allocate adequate resources for HSE management Establish measurable HSE objectives Review HSE performance through Management Review Promote a proactive safety culture
HSE responsible persons shall:	Oversee implementation of HSE procedures Monitor compliance with legal and contractual requirements Coordinate risk assessments and inspections Report HSE performance to Senior Management Support incident investigation and corrective action processes

Managers and supervisors shall:	Implement HSE controls within their areas of responsibility Ensure personnel are trained and competent Conduct site-specific risk assessments Enforce safe systems of work
All personnel shall:	Comply with HSE procedures Use provided PPE correctly Report hazards, incidents and unsafe conditions Cooperate with investigations and corrective actions

5 Risk Management and Prevention

PSS applies a structured risk-based approach to identify, assess and control hazards and environmental aspects associated with static and mobile security operations, use of vehicles and equipment, work in high-risk or complex environments and subcontracted activities.

Control measures shall follow the hierarchy of controls and be documented within site-specific risk assessments.

6 Health and Safety Commitments

Employees and subcontractors are required to comply with HSE procedures and report hazards without fear of retaliation. PSS shall:

- Provide safe and healthy working conditions
- Conduct hazard identification and risk assessments
- Implement safe systems of work
- Provide appropriate personal protective equipment (PPE)
- Ensure personnel are properly trained and competent
- Investigate incidents, near misses and unsafe conditions
- Promote fatigue management and vehicle safety
- Maintain emergency preparedness and response procedures

7 Environmental Protection Commitment

PSS is committed to preventing pollution and environmental damage, managing waste responsibly, controlling fuel storage and handling, preventing spills and contamination. Minimising emissions and environmental footprint and complying with applicable environmental legislation.

Environmental risks shall be assessed as part of operational planning and reviewed regularly.

8 Legal and Contractual Compliance

PSS shall comply with applicable Iraqi occupational health and environmental laws, meet client-specific HSE requirements, maintain a legal and regulatory compliance register and monitor regulatory changes affecting operations.

9 Incident Management and Continual Improvement

PSS shall maintain documented incident reporting and investigation procedures, analyse root causes, implement corrective and preventive actions and monitor HSE performance indicators. PSS shall conduct internal audits and drive continual improvement.

10 Communications and Consultation

PSS encourages active participation of personnel in HSE matters, reporting of hazards and unsafe conditions and open communication regarding safety concerns. PSS shall engage with clients and stakeholders on HSE performance.