



SILZ
CORPORATE
HEALTH SAFETY SECURITY AND ENVIRONMENT
(HSSE)
ELEMENTS MANUAL

SILZ-OPS-HSSE-MAN-001

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1. DEFINITIONS

Abbreviation & Acronyms	Definitions
SILZ	The Special Integrated Logistics Zone Company (SILZ) is the developer and operator of the Riyadh integrated logistics zone.
Leadership	Leadership includes those executives at General Manager level and above, considered as a group. They set the company's overall direction, articulate a vision, establish plans and strategies, and allocate resources to achieve company goals.
Leadership and Management	The term Leadership and Management include the Leadership as defined above plus Directors, and Managers as a group they assist in ensuring the company goals and expectations are met.
Management	Throughout this document the term 'Management' includes all levels of management from Managers and above within the respective organisation.
Policy Statement	A policy statement is a formal document or declaration that outlines an organization's principles, objectives, and guidelines on a specific subject or issue. It provides clear direction on how the organization intends to approach situations, issues, or operations.
GACA	The General Authority of Civil Aviation (GACA) is the competent entity supervising all kinds of civil aviation in the Kingdom of Saudi Arabia.
Tenant	A tenant is someone who pays rent for the place they live in, or for land or buildings that they use.
Contractor	A contractor is an individual or a company that provides services to another person or organization under a contract.
Sub-Contractor	A subcontractor is a person or business which undertakes to perform part or all the obligations of another's contract,
HSSE	Health Safety Security and Environment.
HSSE MS	Health Safety Security and Environment Management System which provides the structured set of controls for managing HSSE in the business. While the 'H' represents the occupational health (and industrial hygiene) related to the welfare of people at work.
OHS	Occupational Health and Safety (includes for Industrial Hygiene) is a multidisciplinary field concerned with the safety, health, and welfare of people at work (i.e., while performing duties required by one's occupation). OSH is related to the fields of occupational medicine and occupational hygiene and aligns with workplace health promotion initiatives.
EIA	Environmental Impact Assessment. This is the assessment of the environmental consequences of a plan, policy, program, or actual projects prior to the decision to move forward with the proposed action.
ISO	International Standards Organisation for Standardisation, is an independent, non-governmental, international standard development organization composed of representatives from the national standards organizations around the world.
PSM	Process Safety Management (PSM) is a systematic approach to managing the hazards associated with industrial processes that involve hazardous materials. Its goal is to prevent accidents, such as spills, explosions, and fires, by ensuring that processes are designed, operated, and maintained safely. PSM encompasses a set of principles,

	procedures, and practices aimed at minimizing risks and protecting the safety of workers, the environment, and the community.
PSSR	Pre-Start-up Safety Review (PSSR) is a critical tool in manufacturing. It ensures equipment, systems, and processes are safe before they go live. A well-executed PSSR can prevent accidents, save costs, and improve regulatory compliance.
Hazardous Materials	Substances or materials, which because of their chemical, physical, or biological nature, pose a potential risk to life, health, or property if they are released. (These include but are not limited to; materials that are flammable, ignitable, combustible, explosive, corrosive, poisons and toxic substances and materials, radioactive and oxidisers or any substance that can pose an unreasonable risk to health, safety, and property when transported in commerce. The term includes hazardous substances, hazardous wastes, marine pollutants, elevated temperature materials, materials designated as hazardous in the Hazardous Materials Table (see OSHA 49 CFR 172.101), and materials that meet the defining criteria for hazard classes and divisions in the standard.
Release	In this document “release” will mean an event occurring by spilling, leaking, emitting toxic vapours, or any other process that enables the hazardous material to escape its container or containment, enter the environment, and create a potential hazard.
PSI	Process safety information (PSI) encompasses a wide variety of information regarding both the design and operating parameters of a facility as well detailed information relating to the hazardous material in the processes. International best practice specifically requires PSI to be available to employees, so that employees can understand the hazards posed by the processes.
SON	Safety Occurrence Notice (SON) is a formal notification in writing or by electronic means of a safety event that occurred, or is suspected of having occurred in SILZ
MoC	Management of Change (MoC) is a systematic process used to evaluate, document, and manage changes within an organization to mitigate risks associated with operational, organizational, or technological modifications. It involves identifying potential risks, ensuring regulatory compliance, and implementing necessary changes effectively, to ensure that changes are managed in a structured manner.
MEWA	The Ministry of Environment, Water and Agriculture, which is responsible for environmental sustainability, water security, and food security in the Kingdom.
NCR	Non-Conformance Report
NCEC	The National Centre for Environmental Compliance is a Saudi governmental centre dedicated to overseeing individuals, governmental and non-governmental entities, and enterprises within the Kingdom of Saudi Arabia.
Mawan	National Centre for Waste Management regulating the waste management sector by adopting the principles of the circular economy to achieve sustainability Enhancing the protection of the environment and the quality of life

2. INTRODUCTION

Riyadh Integrated is managed by the Special Integrated Logistics Zone Company (SILZ), which is responsible for developing and operating logistics zones.

- As a 'Developer' SILZ are master planning integrated logistics zones across Saudi Arabia, attracting strategic tenants and investors, issuing construction, operations, and occupancy permits and liaising with regulators and key stakeholders while providing governance across all tenants and contractors working or located inside the zones.
- As an 'Operator' SILZ are enabling growth by leasing land, providing pre-built warehouses, and build-to-suit facilities, operating a full-service and maintenance 'One-Stop Shop' delivering core and value-added logistics services, managing the unique operational risks such as cargo handling, dangerous goods, traffic safety, and aviation-related hazards while ensuring infrastructure performance and compliance.

SILZ is committed to establish the global benchmark as a leading developer and operator of free trade zones, empowering the world's most efficient, integrated, and sustainable end-to-end supply chain operations.

SILZ is the management organisation that supports and hosts multiple National and International companies, corporations, and manufacturers in activities as diverse as logistics, storage, import and export as well as manufacturing and production. SILZ construct, manage, and maintain as well as operate the large logistic bases and the infrastructure to support those bases ensuring they operate seamlessly in support of the Tenants and other key stakeholders.

Success in all aspects of our business including development, operations, construction, production, and distribution activities shall be underpinned by effective HSSE management alongside technical excellence, integrity, and meeting stakeholder expectations.

3. SCOPE

This manual provides the framework for the SILZ HSSE management system which has been developed to support the Health Safety Security and Environmental sections found in GACA Special Integrated Logistics Zone Manual (2025). This Elements Manual provides an overview of the processes required to meet the objectives set out in the SILZ Corporate OHS, Security and Environmental Policies. While the GACA Manual gives general details of regulatory requirements and a schedule of sanctions and violations, NCRs and SONs, the SILZ HSSE Elements define the intent and expectations to control the areas of Occupational Health, Safety, Security and Environmental risk identified specific to the SILZ Leadership Policy objectives.

NOTE: It should be noted that for any violation related to the regulations or license GACA as the Regulator has the authority to impose penalties including fines.

The Elements within this manual, drive the SILZ Corporate HSSE MS which sets in place the guidance and governance across all areas and business lines of SILZ management and control. The manual defines the responsibilities of the multi-layer managements across the development and operational areas of SILZ control and the management of the Tenants and contractors who conduct the work activities and tasks.

In particular, the scope includes guidance and processes to manage:

- **Health** – promoting and improving the health of the SILZ workforce and the hosted communities.
- **Safety** – ensuring that safety values are not compromised, personnel are protected, and a workplace is provided where people are able to work without being injured.
- **Environment** – promoting the efficient use of resources, reducing, and preventing pollution and enhancing biodiversity protection while working to reduce carbon emissions.
- **Community** – engaging and respecting the external community, managed through the SILZ management External Affairs Function.
- **Asset Security protection** – prevention of harm to and protection of SILZ, Tenants and Contractor's personnels physical and financial assets, and intellectual property.

Some of the individual requirements within this document are prescriptive, in which case the Element uses the term "shall". These are considered by SILZ to be HSSE critical actions/processes and must be undertaken.

Other individual requirements and expectations are not prescriptive, recognizing that SILZ divisions, departments, the Tenants and contractors all have a variety of project sites, operations and activities; as such each group are best placed to understand whether such expectations are appropriate to implement verbatim and, if not, they must implement the most effective manner in which to meet the intent and expectations. These expectations use terms such as "may", "should", etc.

4. PURPOSE

SILZ is committed to implementing HSSE systems and practices throughout its business model for the activities it can control or have influence over. These HSSE systems and processes aim to maximise productivity and efficiency by adopting sound technical standards and the principles of no harm to people, the environment, and the local communities.

The HSSE Management System sets the framework for continual improvement through the application of consistent standards across all aspects of SILZ management activities, as well as the actions and activities of its Tenants and Contractors. including:

- Identification of regulatory obligations and commitments and the implementation of safe systems of work.
- Ensuring the SILZ and Tenant managements develop and implement risk management processes.
- Establishing competencies for SILZ personnel and providing training to promote expected behaviours and HSSE leadership.
- The control, management, and governance of all contractors and suppliers of goods and services.
- Ensuring Tenant compliance to regulatory and SILZ requirements and expectations.
- Ensuring reviews and documented inspections are conducted including self-assessments, audits, and compliance evaluations, and reporting the outcomes from these reviews.

5. APPLICATION

The SILZ Corporate HSSE Management System applies to all SILZ managed and controlled activities, the Tenants and contractors' and all of the combined or independent activities that affect or have the potential to affect, beneficially or adversely, the health, safety and security of people, the physical environment and protection of assets within the Integrated Logistic Zone boundaries.

It applies to the entire lifecycle of SILZ management activities, processes, and products, including maintenance, operation, distribution, and closure (decommissioning, remediation, and rehabilitation), marketing and acquisitions and divestments.

SILZ monitored activities and the Tenants being hosted by SILZ as well as contractors completing work inside the SILZ areas of control, should have, as a minimum, equivalent Health, Safety, Security and Environmental processes in place that meet or exceed the intent and expectations of this document and the supporting documents that make up the SILZ HSSE-MS.

6. RESPONSIBILITIES

This manual and the HSSE Elements it contain, is part of a bespoke HSSE management system, tailored to meet the specific context of the SILZ business model. It has been designed and built to ensure the responsibilities and accountabilities for HSSE are placed within the SILZ divisions, departments, the Tenant, and contractor organisations, that manage or control the actions and activities of the business, while also detailing the minimum requirements of HSSE that the Tenants and Contractors must meet or exceed.

SILZ as an organisation, has a 'Duty of Care' for the Health, Safety, Security and the Environmental conditions for SILZ personnel, the Tenants, Contractors and others who may be affected by the activities conducted within the Special Integrated Logistics Zone.

The responsibilities defined here, relate to preserving the Health, Safety and Security of SILZ employees, Tenants, contractors, those who conduct business with them, as well as protecting the environment.

SILZ Leadership (GMs and above) are responsible to ensure:

- That sufficient budget, resources, and direction is given, to develop and implement an HSSE management system, complete with processes, instructions, and clear boundaries of responsibilities and accountabilities for its implementation.
- That the SILZ Corporate HSSE Management System gives sufficient guidance and direction to SILZ management, and all organisation's managements' working or conducting business, within the SILZ Logistics Zone, as to the minimum requirements expected from all who work within the Integrated Logistic Zone.
- That SILZ Corporate HSSE intent and expectations expressed throughout this manual, are met across all the SILZ areas of business.

SILZ Corporate Legal and Governance Division:

Legal Department are responsible to:

- Provide legal consultations and interpretation on matters related to HSSE laws, regulations, standards, and governmental requirements applicable in the Kingdom of Saudi Arabia
- Review and approve HSSE-related contracts, agreements, and clauses from a legal perspective

Governance Risk and Compliance Department are responsible to:

- Set the frameworks, policies, and oversight structures to make sure HSSE functions operate within clear boundaries and ensures accountability mechanisms (who is responsible for what) are in place.
- Ensure Enterprise Risk Management (ERM) aligns HSSE risks with the enterprise risk management (ERM) framework.
- Ensure HSSE risks (such as incident, environmental liabilities) are captured, escalated, and monitored like financial or operational risks.
- Ensure Compliance monitors adherence to laws, regulations, and standards.
- Ensure HSSE has processes in place to comply and facilitates audit, assurance, and reporting, creating transparency for regulators and stakeholders.

SILZ Corporate Commercial Department are responsible to:

- Highlight the HSSE Management System as a robust, integrated, and bespoke risk-based framework during early stages of investor attraction which brings confidence in all potential investors and businesses seeking to operate within the Integrated Logistics Zone that a comprehensive HSSE system is already in place to support their daily operations and ensure continuity in line with the highest standards of safety and quality.

SILZ Corporate Human Capital Department (HC) are responsible to ensure:

- That during selection of new personnel that the new personnel meet the competence requirements as defined within the Job Description for the role.
- Within the SILZ management of change process for any actions related to SILZ personnel and in the support required for HSSE training and competence issues, needs and activities.
- To support the legal and management review processes in relation to Labor Law and other Regulatory requirements and instruments that may affect SILZ personnel.
- That all final interviews and selection of personnel for health, safety, security and environmental roles shall be made by the SILZ COO

SILZ Corporate HSSE Department are responsible for:

- The development of the SILZ HSSE-MS, which is risk based, and process driven.
- The governance and verification, that the intent and expectations of the SILZ HSSE management system and the tiered responsibilities of the implementation, are being met or exceeded.
- Reviewing and approving all Tenant and Contractor submitted documentation and questionnaires and advising to the robustness of the Tenant or Contractors HSSE-MS in an HSSE desktop review.
- Verification and implementation of on-site HSSE MS or in operation by Tenants and contractors will be supported by SILZ Corporate HSSE department.

SILZ Corporate Procurement Department are responsible:

- For the pre-qualification process for Contractors, service providers and suppliers.
- To ensure that potential Contractors, service providers and suppliers have a robust HSSE management system meeting the requirements of ISO 45001 and ISO 14001 and the intent and expectations of the SILZ HSSE management system.
- To ensure a process and criteria against which potential contractors are measured for pass or fail of approval is in place and utilized.
- To work with Corporate HSSE department who will support procurement in the contractor evaluation approval process and allocate the HSSE percentage based on the documentation and HSSE questionnaire responses submitted.
- To accept that Contractors, service providers or suppliers can, if required, agree to adopt and work implementing the SILZ HSSE MS, directly.

SILZ Development Infrastructure Construction Section are responsible to:

- To ensure compliance with HSSE requirements within infrastructure construction activities.
- To conduct audits, inspections, with support from the SILZ Corporate HSSE Department.
- For direct contact with contractors involved in infrastructure projects to ensure compliance with HSSE requirements and timely resolution of issues.
- To work with Corporate HSSE who shall support the review of Contractor HSSE documentation and questionnaire responses advising on the robustness of the contractors HSSE MS.
- For Direct management control and over-sight of activities and actions of the Contractor.

- To ensure safe systems of work are implemented during the work activities in a manner that ensures HSSE processes are in place and followed, meeting the intent and expectations of the SILZ HSSE MS.

SILZ Engineering Design Sector are responsible to ensure that:

- All SILZ design HSSE requirements are implemented during the design phases of projects
- Design Risk Assessments are completed in alignment with the SILZ Corporate HSSE MS requirements.
- All Design documentation (process safety information (PSI)) is maintained throughout the design and engineering of the project, and the complete, compiled dossier is handed over to the Construction Team. The As-built, manuals, spare parts, warranties shall be handed over to the Tenant / operator by the Construction Team.

SILZ Development Buildings Construction Section are responsible to:

- Ensure compliance with HSSE requirements within building construction activities.
- Conduct audits, inspections, with support from the SILZ Corporate HSSE Department.
- Maintain direct contact with tenants to ensure HSSE requirements are communicated, implemented, and monitored throughout tenant related construction activities.
- Maintain direct contact with contractors engaged in SILZ projects to ensure compliance with HSSE requirements and the timely implementation of corrective actions where necessary.
- Ensure oversight of the Tenants and their contractors, with the support of SILZ Corporate HSSE department.
- Ensure observations made during over-sight are resolved through discussions or NCRs issued to the Tenant.
- Manage directly contractors building for SILZ own facilitates ensuring the Contractor has in place a HSSE-MS that meets or exceeds the requirements of the SILZ HSSE-MS.

SILZ Development Division Management are responsible:

- For ensuring the Tenant is appropriately approved and has in place all the requirements prior to start of construction and or ready for occupation.
- To issue the Construction Permit and the Occupancy Permit.
- To support SILZ Corporate HSSE department in all areas related to HSSE, to ensure robust acceptance processes and criteria are developed and implemented to ensure prior to issuing permits for construction and ready for Occupancy.
- To ensure that Tenant and or Contractor are meeting all applicable regulatory requirements, and the requirements of the SILZ HSSE MS.

SILZ Zone Management Department are responsible to:

- Serve as operational authority for tenants once they begin operating, with a strong focus on HSSE compliance and governance.
- To support SILZ HSSE department, for maintaining tenant relations to ensure that all activities align with SILZ's HSSE requirements.
- To issue operational permits only after verifying tenants' adherence to regulatory and HSSE standards and oversee Tenants in a manner that ensures they safeguard safety, security, and environmental performance.
- To ensure that business continuity within the zone is achieved without compromising compliance, safety, or sustainability by integrating HSSE principles into daily operation.

SILZ Facility Management are responsible to:

- As Facility owner for all facilities at Riyadh Integrated (excluding areas within tenant premises).
- For overseeing any project or work impacting SILZ-managed facilities or assets by internal or external stakeholders including direct and indirect contractors or service providers.
- For managing the Permit to Work (PTW) process.
- For ensuring contractors and service providers are appropriately vetted and approved.
- To verify, with the support of Corporate HSSE Department, that contractors and service providers have an HSSE Management System (HSSE-MS) that meets or exceeds SILZ requirements, or alternatively adopt the SILZ HSSE-MS.
- To ensure that all contractors and service providers implement HSSE processes and procedures in line with SILZ standards.
- To maintain safe systems of work that are properly established and followed for all activities undertaken within SILZ's scope.

Tenants are, acting as an independent Client, the Tenant is solely responsible for

- Conducting thorough internal pre-qualification and procurement procedures to select and ultimately appoint qualified and competent Vendors Contractors and management support if required. The Tenant's contractors are approved prior to commencing any work, and

continued oversight of the implementation of HSSE and Quality is conducted by SILZ Development Construction management Team when work commences. In this role the Development construction team are responsible to ensure the Tenant, and their Contractors are implementing processes and procedures that meet or exceed the SILZ HSSE MS reporting and resolving any NCRs through direct contact with the Tenant. The Tenant is solely responsible for ensuring that the Vendors comply with the Lease Agreement, the Applicable Law, the Building Code, Good Industry Practice, the Implementing Regulations, and all other applicable codes, standards, decrees, laws, rules, and regulations. Further the Tenant is responsible and accountable to ensure any directly contracted contractor, and their sub-contractors, service providers or suppliers when conducting work activities within the integrated logistics zone have in place safe systems of work that meet or exceed the requirements expressed within the SILZ HSSE MS. The Tenant and or his Contractors, sub-contractors, service providers and suppliers may, if they so desire, adopt the SILZ HSSE management system if they do not have a proprietary system of their own.

Contractors regardless of working for SILZ Development, Operations, Zone Management or Tenant are, acting as an independent Client over their direct sub-contractors, service providers and suppliers and are responsible to have in place a HSSE management system that meets or exceeds the requirements expressed in the intent and expectations within the SILZ HSSE Elements, the SILZ Guidelines and Work Instructions (SILZ HSSE-MS). Further the Contractor is responsible and accountable to ensure any directly contracted sub-contractors, service providers or suppliers when conducting work activities within the integrated logistics zone have in place safe systems of work that meet or exceed the requirements expressed within the SILZ HSSE MS. The Contractor may, if they so desire, adopt the SILZ HSSE management system or the Tenant HSSE-MS if they do not have a proprietary system of their own.

SILZ Divisions, Departments, Tenants and Contractors are responsible to

- Ensure when working within the integrated logistics zone have implemented processes that meet or exceed the intent and expectations of the SILZ HSSE Elements, Guidelines and Work Instructions ensuring safe systems of work are in place and robust.
- ensure when working within the integrated logistics zone have implemented processes that meet or exceed the intent and expectations of the SILZ HSSE Elements, Guidelines and Work Instructions ensuring safe systems of work are in place and robust.

It is the responsibility of all SILZ Leadership, General Managers, Directors, Managers, all personnel, our Tennant's Managements', the Contractors and those who do business with us, to be aware of the expectations of SILZ Leadership and assist in ensuring the goals and expectations are met.

7. SILZ CORPORATE HSSE MANAGEMENT SYSTEM

To achieve the safe and secure wellbeing of those SILZ support and work alongside, SILZ have developed a bespoke risk based and process driven, Health, Safety, Security and Environmental management system (HSSE-MS).

This document "HSSE Elements Manual" sits below the Policy Statements from Leadership providing the framework of the management system describing the Intent and Expectations of each area of the SILZ HSSE Management System to support the objectives and direction expressed in the SILZ Corporate HSSE Policies.

The SILZ HSSE MS has been developed to assist both SILZ, and the Tenants in the management of the many diverse operations and activities undertaken in the international chain of logistics management. This is a directional framework manual which describes, at high level, the requirements of SILZ in respect of those management process, procedures, guidelines and forms that will make up the entire Health, Safety, Security, and Environmental management system.

This framework manual contains the 14 Elements which make up the SILZ Corporate HSSE Management System. Each Element contains an intent statement and a set of specific expectations and performance criteria authorised by SILZ Leadership, intended to cover all activities that are conducted in areas under SILZ control. This manual provides the framework of the overall SILZ HSSE Management System and complies with the requirements of ISO 45001-2018 / 14001-2015 / 28000-2022 / 31001-2018 / 9001-2015.

This Elements Manual is underpinned by a series of Guidelines and supporting procedures, work instructions, forms and checklists developed, and to be implemented, which give greater granularity of definition to HSSE processes and responsibilities.

The SILZ Corporate HSSE-MS is

- risk based and process driven.
- specific to areas of risk faced by personnel within the context of the SILZ business model.
- designed to give guidance to ensure a safe, secure, and healthy working environment.
- designed to define performance criteria to drive the commitment to the health, safety, security of personnel and for the protection of the environment in which we work.



It is the expectation of SILZ Leadership that implementation of the HSSE-MS will assure compliance with both regulatory requirements and SILZ management expectations.

Consistent with the principles of continuous improvement, the SILZ Corporate HSSE MS and the related additional performance criteria will be periodically updated. SILZ management has within the management system, established mandatory areas of performance, and the criteria to meet that performance, all of which are being tracked in departmental KPI's. Revised annually, the KPI's will be used as part of annual reviews for HSSE and support the continual improvement of the system.

It is a SILZ Leadership's expectation, that all Tenant and Contractors will maintain up-to-date HSSE processes, procedures and practices that adhere to the intent and expectations contained in this SILZ HSSE Elements Manual and meet or exceed the requirements further defined in the SILZ Guidelines, procedures, and work instructions, developed to further define and support the Elements.

SILZ Corporate HSSE documentation will be developed for activities and processes that will allow for standardisation of key aspects of the SILZ HSSE MS (i.e. accident / incident reporting, risk management processes, etc.) that must remain consistent across all the SILZ areas of development and operations, the Tenants and the Contractors. SILZ Leadership recognise that the activities and actions of the Tenants and Contractors, are exposed to distinct and different types of risk, as well as different management models. The HSSE processes and procedures developed at this level by the respective managements, shall be specific to the risks identified for the activities and actions conducted by their personnel and contractors or sub-contractors.

SILZ Corporate HSSE department shall provide documentation that support, and further define the expectations, found within the individual Elements. It is an expectation of SILZ Leadership that any HSSE documentation, developed by the managements of the Tenants and or the Contractors will meet or exceed the high-level intent, expectations and requirements described in this SILZ Corporate HSSE Elements Manual as well as the requirements in the documentation that makes up the entire SILZ Corporate HSSE-MS. Any HSSE processes, procedures and documentation, including any required work or task instructions will be developed and implemented by the individual Tenant or Contractor organisations to meet the needs of their own management systems. SILZ HSSE recognise that each of the Tenants business models may differ, therefore they will need to follow specific requirements defined by their own management processes based on the specific risks identified; however, the Tenants and Contractors must meet or exceed the intent and expectations laid out in this SILZ HSSE-MS for common HSSE processes.

The remainder of this document describes the intent and expectations of each of the 14 SILZ Corporate HSSE Elements which underpin the OHS, Environmental and Security Policy statements, issued by the SILZ CEO.

8. MONITORING COMPLIANCE

Compliance with the HSSE-MS requirements will be verified during inspections and audits conducted by each part of the SILZ organisation and independently verified by the SILZ Corporate HSSE department.

The SILZ Corporate HSSE-MS will be reviewed regularly, as a minimum annually, to endorse that management system remains compliant in meeting the needs and context of all SILZ business lines, continues to address and control the risks faced by SILZ personnel, Tenants, and 3rd Party personnel, working in SILZ controlled areas, while remaining in compliance with all legal responsibilities, regulations and applicable Laws.

ELEMENT 1: LEADERSHIP AND ACCOUNTABILITY

(SILZ-OPS-HSSE-ELE-001)

INTENT

All levels of SILZ management personnel within the various organisational divisions and departments, the Tenant's and all Contractor's management commit to communicate the SILZ HSSE vision, expectations, and goals. All Management and supervision fully understand their responsibility to visibly demonstrate leadership and commitment, developing the HSSE culture required to support delivery of safety excellence.

EXPECTATION

LEADERSHIP

1.1 SILZ organisations, the Tenants and Contractor's Managers and above, working within the Integrated Logistics Zone have in place an annual HSSE leadership action plan. The objectives and deliverables of these plans are commensurate with the regulatory requirements and appropriate to risk exposure.

1.2 All SILZ Divisions, department and sectors, the Tenants and Contractor's Managers and above shall

- Set specific goals, objectives, expected behaviour and performance measures meeting or supporting the SILZ long term strategic objectives and targets, are defined, agreed, and communicated at all levels.
- Allocate resources and assign responsibilities for the implementation and operation of the HSSE leadership action plan.
- Engage in clear, two-way communication with Tenants, staff, contractors, and vendors so they understand and are engaged in meeting the HSSE expectations.
- Have standards and procedures appropriate to the complexity and risks of their business actions and activities which are documented, implemented, and maintained to meet the SILZ Corporate HSSE expectations,

1.6 Leadership/management of all organisations working within the Integrated Logistics Zone, at all levels demonstrate their commitment to safety and carryout the following:

- Promote HSSE initiatives.
- Conduct frequent site inspections, reviews, and behavioural observations.
- Lead incident investigations.
- Drive the implementation and compliance with HSSE Policies, Standards and Procedures.
- Provide methods to identify and control the risks in their areas.
- Communicate regularly with the workforce allowing their participation and suggestion for continual improvement.

REWARD, RECOGNITION AND BEHAVIOR

1.7 All SILZ Divisions, department and sectors, the Tenants and Contractor's Managers should ensure

- HSSE reward and recognition processes are developed and implemented for each site and are aligned to corporate level Strategic Objectives and expected behaviours.
- Reward and recognition programmes should be based on leading indicators of HSSE culture development.
- Local level HSSE Management Systems for SILZ, Tenants and Contractors conform to ISO 14001-2018, ISO 45001-2018, ISO 31000- 2018 and ISO 28000-2022.

RESOURCES

1.9 SILZ Divisions, department and sectors, Tenants and All Contractors Managements shall

- identify minimum manning levels and other resources (e.g., equipment, controls, PPE, etc.) to manage the HSSE risks of these operations and comply with relevant SILZ HSSE, legal and licensing requirements.
- provide safe and healthy working conditions for all personnel in accordance with SILZ Corporate Expectations and local laws.
- ensure all workers within SILZ controlled areas are aware of their responsible for leading and owning the commitment to safety including behaviours associated with demonstrating commitment to safety.

RECORDS: All leadership initiatives shall be recorded and records maintained.

NOTE: SILZ HSSE department actively supports the safety culture development and ensure that safety management systems are fit for purpose and current for intended use, using audit and inspection to ensure compliance and continual improvement.

ELEMENT 2: RISK AND OPPORTUNITY MANAGEMENT

(SILZ-OPS-HSSE-ELE-002)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure they have effective risk management principles and processes employed to enhance decision making and assist in reducing risk to people, the environment, and assets. Local level HSSE Management Systems for SILZ areas of control, conform to ISO 45001-2018, ISO 14001-2018, 31000-2018 and ISO 28000-2022.

EXPECTATION

RISK MANAGEMENT

2.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Risk management processes are applied to identify, assess, and mitigate risks to people the environment and assets for all existing and planned activities relating to the context of the organisation.
- A systematic approach to risk management commensurate with the regulatory requirements and level of risk is utilised.
- Higher risk operations involving complex process facilities or vital infrastructure assets develop additional, or more specific processes to control risk.
- They manage lower risk operations by developing or following appropriate risk controls, procedures, and standards, to ensure processes deliver safe systems of work.
- They understand and ensure Risk Management is a continual process within their operations.
- They have methodologies, and approved processes for which risk management is conducted, and compliance assessed and establish benchmarks for the minimum requirements for managing risk.
- That all design organisations conduct risk reviews in design on all concepts being considered and the lowest risk concept becomes the preferred concept to move forward. Processes include for risk reviews being updated and revised as greater definition is available during FEED and Detailed Design. The risk reviews include for Constructability and Maintainability and commissioning during construction and operations, as well as de-commissioning.
- That risk assessments are conducted prior to any work task, activity or actions to ensure risk are fully identified and controlled.

ASSESSMENT COMPETENCY

2.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- personnel who lead or conduct risk management activities are suitably qualified and experienced.
- there is involvement of subject matter experts, stakeholders, and key personnel in the risk management process.

ASSURANCE REVIEW

2.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- assessed risks and associated risk prevention, and mitigation plans are reviewed by the level of management appropriate to the nature and magnitude of the risk.
- regular assurance audits are conducted to validate the development, quality, implementation, and effectiveness of risk assessments. These are recognised as being fundamental to the success of the risk management process.

COMMUNICATION

2.4 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Relevant, clear, and timely communication and consultation at all stages of the risk management process are implemented
- Identified risks and approved risk prevention and mitigation plans are documented and communicated to stakeholders.

RECORDS: Records are to be maintained for all risk identification exercises and risk reviews completed.

ELEMENT 3: CONTROL OF DOCUMENT INFORMATION & LEGAL COMPLIANCE

(SILZ-OPS-HSSE-ELE-003)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure that documented information related to Health, Safety, Security and the Environment is managed to ensure compliance with the HSSE Management System and provide assurance that all HSSE documents and records are maintained, stored, and controlled in a way to prevent loss, damage, or deterioration as well as easy identification and retrieval.

EXPECTATION

DOCUMENT CONTROL

3.1 SILZ Leadership expects and requires all SILZ Divisions, department and sectors, Tenants and Contractors to ensure documents and records be controlled, including, but are not limited to, documents from internal and external parties, such as management system documents, records, and compliance requirements, including all documentation with any relationship to HSSE, contracts, regulatory authorities or Government Ministries.

3.2 SILZ Leadership expects that all SILZ Divisions, department and sectors, Tenants and Contractors, have procedures that describes how such documents are controlled and stored. The Implementation of this procedure shall ensure that:

- Development, approval, and distribution of HSSE documents is controlled.
- HSSE-MS documents are accessible to all employees and relevant stakeholders.
- Documents are periodically reviewed, and obsolete documents are removed or archived.
- Provides minimum requirements for the retention of HSSE documentation and records.

LEGAL COMPLIANCE

3.3 Any Health, Safety, Security or Environmental system operated within SILZ divisions and departments, the Tenants organisations and Contractors working within the boundaries of the SILZ controlled areas shall include processes to:

- Identify and communicate applicable legal and other requirements.
- Ensure a controlled legal register is maintained for the specific legal requirements which include the revision details and specific decrees and amendments.
- Identify and document the requirements relevant local laws, license conditions, permit obligations, consents, regulations, joint venture commitments, contracts, agreements, environmental and community commitments.

KEY DOCUMENTATION

3.4 All SILZ Divisions, department and sectors, Tenants and Contractor organisations shall ensure the following documented arrangements are in place for managing HSSE:

- Management System documents (policies, manuals, guidelines, procedures, and forms).
- Management System manual and associated templates, such as risk assessment template and safe work procedures.
- Audit reports, registers, plans, and programs.
- Training records.
- Data collected for HSSE monitoring.
- Notices and correspondence received or sent to or from Tenants or regulatory bodies related to any areas of HSSE subjects as well as other relevant documentation.

RECORDS: All documentation described in this element shall be controlled and retained in a secure manner.

ELEMENT 4: OCCUPATIONAL HEALTH, HYGIENE and PERSONAL SAFETY

(SILZ-OPS-HSSE-ELE-004)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure they have in place occupational health and hygiene strategies which focus on the well-being and safety of workers, visitors or other personnel entering within the boundaries of areas under SILZ control to prevent work-related illness by providing resources such as pre-employment screening, health programs, occupational medicine and developing safe working processes and procedures.

EXPECTATION

HEALTH SURVEILLANCE

4.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- The occupational health, hygiene, and personal safety of all SILZ personnel, Tenants, contractors, stakeholders, and other impacted parties is central to the objectives of the HSSE management system.
- Workplaces, work activities and work arrangements are reviewed to identify, assess, and manage, physical, chemical, biological and other health related hazards. Suitable competent people are involved, consulted, and allowed to participate and contribute.
- Qualitative and Quantitative exposure assessments are conducted as required by competent occupational hygiene professionals where required.

4.2 Where there is the potential for personnel to become exposed to a specific health hazard, SILZ, Tenants and Contractors managements shall be responsible to ensure health surveillance is provided.

PLANNING

4.3 All SILZ Divisions, department and sectors, Tenants and Contractor managements shall ensure Health and Safety Plans are developed and implemented for all workplaces, and reviewed and revised, as a minimum annually. These are also, where necessary, amended, considering any changing circumstances.

CONTROL MEASURES

4.4 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Work hazards and associated controls are communicated to all effected persons.
- Processes are in place to effectively manage workplace illnesses or injuries and achieve best recovery.
- Processes are in place to confirm that staff are fit for work and not compromised by external influences such as drugs or alcohol.
- Programs are implemented which promote a safe, healthy, and environmentally friendly lifestyle that extends beyond time at work.
- Where exposure cannot be adequately controlled by elimination at source, suitable PPE is provided and monitoring, conservation programs implemented.
- SILZ, Tenant and Contractor personnel considered to have any personal issues that may impact performance are assisted by the relevant organisation to address the issue(s).

REPORTING AND MANAGEMENT REVIEW

4.5 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Results of monitoring and surveillance are maintained and results made available to participating individuals.
- Management review of all occupational health and hygiene programs, incidents and opportunities for improvement are conducted annually.

RECORDS: Records are be maintained for all HSSE management reviews of workplace conditions and exposures routes conducted indicating all changes made or recommended.

ELEMENT 5: TRAINING AWARENESS AND COMPETENCE

(SILZ-OPS-HSSE-ELE-005)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure that programmes and processes are in place for determining, planning, resourcing, and implementing training and awareness to ensure that employees, contractors, and visitors understand relevant requirements, hazards, risks, and controls and are trained and competent to conduct their activities and behave in a responsible manner. The specialist training specific to meeting the SILZ HSSE expectations will be for all personnel who work in areas under SILZ control, while SILZ intent includes that Tenants and Contractors have their own training and competence planning and processes they must meet or exceed the SILZ expectations.

EXPECTATION

RECRUITMENT

5.1 All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure personnel are recruited and engaged, relative to their skills, experience, competence, and ability to demonstrate expected performance results and behaviour.

RESPONSIBILITY

5.2 All SILZ Divisions, department and sectors, Tenant's and Contractor's managements shall

- Ensure suitable resources are available to meet the expectations outlined for training, awareness, and competency, and that where required, a system is developed to maintain and monitor training needs, control training implementation, and monitor effectiveness.
- Actively seek out best safety training practices and provide department heads with a recommended training matrix to be followed for minimal HSSE training requirements.

TRAINING and COMPETENCE

5.3 All SILZ Divisions, department and sectors, Tenants, and contractors shall maintain suitable training, awareness, and competency standards to ensure the safe operations of employees within their areas of influence,

5.4 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Training, awareness, and competency needs analysis exercises, are conducted, where required, to ensure the HSSE requirements are suitably addressed, and the level of training / delivery style is appropriate for the intended audience and purpose.
- a system is established to provide initial, ongoing, and periodic refresher training to ensure the proper protective measures are understood. This includes assessment of employee knowledge and skills relative to requirements and risks within the work environment.
- work related induction programs are developed and conducted for all personnel prior allowing them to access any site or execute work on the company's behalf.
- work areas and or activities classified as considerable risk have specific training requirements, e.g., confined space entry.
- systems are in place to monitor the ongoing training needs requirements.
- training courses are documented and include a competency assessment of participants. Materials are periodically reviewed and updated, including confirmation that training is suitable for the intended audience and commensurate with the level of risk associated with an activity.
- personnel are aware of their specific roles and responsibilities, including their contribution to achieving safety excellence. Individual contributions to this performance are assessed and recognised.
- People only commence work after confirmation that required training has been completed and competencies are held, or appropriate controls are in place to address any identified shortfalls.

RECORDS All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure records of all training, personal training requirements and competency assessments (when completed) are documented are retained.

ELEMENT 6: MANAGEMENT of TENANT OR CONTRACTOR

(SILZ-OPS-HSSE-ELE-006)

INTENT

All SILZ Divisions, department and sectors, shall ensure, Tenants and Main Contractor's Health, Safety, Security and Environmental aspects are addressed as part of the pre-approval or prequalification, evaluation, and approval processes for Tenants, Contractors, sub-contractors and service companies. SILZ Divisions, departments and sectors shall ensure that for the approval of Tenants, or the contracting of Services, the purchase, hire, or lease of equipment and materials or activities with Tenants, Contractor's and or Partners, are carried out to minimize any adverse HSSE impacts meeting or exceeding the intent and expectations set out on the SILZ Corporate HSSE Elements Manual and the guidelines which further detail and support the Elements.

EXPECTATION

EVALUATION

6.1 All SILZ Divisions, department and sectors, shall ensure that Tenants, contractors, sub-contractors and suppliers are evaluated during selection to verify they have the necessary competence, experience, and capability combined with the robust HSSE processes and procedures to undertake the required activities or become the Tenants or contractors of choice, to partner with SILZ. Tenants' managements shall ensure they have processes that meet or exceed the SILZ evaluation process for selection and management of their direct contractors and their sub-contractors.

6.2 All SILZ Divisions, department and sectors, shall ensure evaluation and selection criteria includes, as a minimum

- An assessment of company safety values, commitment, and performance.
- Key processes for managing HSSE (risk management, incident reporting, training and competency, management of change etc.).

6.3 Evaluations shall take place prior to the approval being granted or the award of a contract and involve representation and review by personnel from within the division or department to ensure they meet the requirements of ISO 14001 and 45001 as a minimum.

TENANT and CONTRACTOR MANAGEMENT

6.4 All Tenant and contractor approvals, contracts and agreements shall have a SILZ single designated contract sponsor or contract focal point who is accountable for ensuring compliance with the HSSE requirements of the contract. This point of contact may be a SILZ department, or an individual charged with the responsibility and accountability for this role.

6.5 All SILZ Divisions, department and sectors, shall identify and assess the level of HSSE risk associated with contracts, services, partnerships and contracts and agreements contain relevant HSSE requirements and obligations.

6.6 Bridging documentation commensurate with the nature of the contract are to be established, approved, in place and formally communicated to relevant parties prior to execution of the services in the contract documenting key SILZ HSSE processes that shall be implemented within the integrated logistics zone (i.e. accident, incident reporting, / reporting HSSE statistical data etc.).

6.7 All SILZ Divisions, department and sectors, shall ensure

- Processes and procedures are in place to ensure all work (including short term and one-off) activities are effectively managed.
- Clear performance standards, including expected behaviours are developed, agreed, and monitored. Deficiencies are identified, communicated, and corrected.
- Contractors and suppliers participate in SILZ HSSE programs.
- Performance is assessed and recording during the execution of activities and be subjected to both regular management review and following completion of activities or work.
- Equipment and materials are fit for purpose, inspected and approved for use by technically competent personnel and are compliant with HSSE requirements.
- Inspections and approvals are documented (e.g. audits and inspection reports) and completed prior to purchase or lease, as appropriate.

MONITORING ACTIVITIES

6.8 All SILZ Divisions, department and sectors, are responsible for monitoring activities to encourage the Tenant and / or contractor to establish and maintain comparable management systems consistent with SILZ HSSE Elements and SILZ Expectations and requirements.

RECORDS: All records of appraisals, contracts and communications with Tenants and Contractors shall as a minimum, be maintained.

ELEMENT 7: MANAGEMENT OF CHANGE

(SILZ-OPS-HSSE-ELE-007)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure risks introduced through change are identified at all levels, assessed and managed to an acceptable level. Following the intent and expectations expressed in Element 2 Risk and Opportunity Management, a robust risk assessment process shall be implemented covering all changes to design, construction, commissioning, operations, processes, procedures, equipment, systems, services, personnel and regulatory requirements are assessed and approved by the responsible personnel identified in each in each department and discipline.

EXPECTATION

CHANGE MANAGEMENT

7.1 All SILZ Divisions, department and sectors, Tenants, and Contractors managements shall ensure.

- Robust risk assessment processes meeting or exceeding the risk management processes and criteria within the SILZ HSSE-MS are in place to identify, assess and manage risks associated with temporary and permanent change.
- The scope of change includes changes to design, standards, regulations, work methods, procedures, buildings and plants, equipment, materials, organisation, and personnel.
- Risk assessments are conducted where a change affects the design basis, operating parameters, and controls, to verify that the change does not impact on the agreements, contracts or compromise the site's license to operate.
- That people who initiate, review, or approve change are suitably qualified and use the applicable management of change process.
- Key people impacted by a change are identified and consulted prior to approval and initiation of the change.
- Changes are tracked, documented, and communicated to those who may be affected.
- Training or retraining of people is implemented as required, in the implementation of the change.
- The original scope and duration of changes are not exceeded without review and re-approval.
- Changes include those originating from, or impacting on, a Tenant, customer, supplier, or contractor are identified, assessed, approved, and managed.

CHANGE MANAGEMENT DOCUMENTATION

7.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- All changes are documented in accordance with the requirements of the management of change procedure and the site's document control procedures.
- That documents, plans, and records are updated to reflect changes, and that changes to these documents, plans and records are clearly identified and formally communicated to all affected groups and stakeholders.
- Where formal documentation changes have not been completed prior to implementation of a change, a record of the change (such as a red line drawing or marked up document) is in place at the affected location, until the updated documentation is in place.
- Documentation (such as a red line drawing) are updated before closing out of the change record.

CHANGE AUTHORITY LEVELS

7.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Departments or divisions establish and document approval authority levels commensurate with the HSSE risk of the change.
- All Designated personnel with the authority to review, accept or reject changes have a deputy to whom they can delegate the authority if they are to be absent for any reason.

RECORDS: All documentation and risk reviews for changes made shall be maintained for the life of the facility.

ELEMENT 8: INCIDENT REPORTING, INVESTIGATION AND MANAGEMENT

(SILZ-OPS-HSSE-ELE-008)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure that the SILZ processes and procedures developed are implemented to ensure all incidents and near misses are reported, investigated, and corrective actions are implemented to prevent recurrence are followed. That lessons learned are used to ensure continual improvement to the management system. 'At risk' behaviour are identified, and the personnel are addressed, as a minimum re-trained and all incident and other data is utilized for continually improving performance.

EXPECTATION

INCIDENT REPORTING

All incidents including first aid and near-misses are to be reported and recorded utilising the SILZ accident, incident reporting process, procedure and forms. Incident reports shall follow the communications protocols in place to ensure incidents are reported immediately and to the correct people appropriate to the severity or potential consequence.

INCIDENT INVESTIGATION

8.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Investigations are conducted by multi-disciplinary teams who identify and document contributing factors, root causes (including behavioural) and systemic failures that contributed to the incident.
- Investigations are reported to the level of management appropriate to the severity or potential consequence of the incident.
- Once corrective and preventive actions are identified, responsibility and time limits are assigned, and the implementation of the actions are tracked through to completion. The effectiveness of actions shall be verified.

LESSONS LEARNED

8.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Lessons learned from incidents, near misses and investigations are shared internally and with relevant third parties and consider application of the lessons learned to other locations.
- Trends from incidents and near misses are regularly communicated to management and stakeholders and analysed to determine improvement opportunities, including updating standards, processes, procedures and training.
- External incident and near miss data, investigation reports and lessons learned from other organisations are communicated and shared internally and assessed for potential improvement opportunities.

CORRECTIVE AND PREVENTATIVE ACTIONS

8.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- All corrective and preventative actions are logged managed and tracked, to closure in a time limit associated with the level of risk.
- Once corrective and preventive actions arising from incidents and emergencies have been implemented, their effectiveness is verified and recorded by the responsible manager.

SIGNIFICANT INCIDENTS

8.4 When a significant incident, emergency or high potential near-miss occurs at any Tenant facility, Contractor site, or operational area, the affected work stops and does not re-start until such time as the areas affected have been risk assessed and the relevant manager has verified that effective controls, to prevent recurrence, are in place.

RECORDS All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure all incident / accident reports and related documentation are retained. Regular reviews of incidents across all organisations are completed and trends identified to drive improvement controls.

ELEMENT 9: EMERGENCY PREPAREDNESS; PLANNING, RESPONSE & MANAGEMENT

(SILZ-OPS-HSSE-ELE-009)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractor' managements shall ensure plans, resources, and equipment are ready to effectively respond with an immediate, systematic response to any unexpected or dangerous occurrence to mitigate the impact of the event on people, property, and the environment and manage recovery.

EXPECTATION

EMERGENCY PLANNING

9.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Potential crisis and emergency events are identified management plans are in place to mitigate impacts to people, the environment, assets, and reputation.
- Crisis and emergency plans for managing identified and unforeseen events include requirements for sheltering in place, evacuations, placing a facility on lockdown, administering first aid, and alerting first responders and external support and reporting and communications protocols.
- Crisis and emergency plans for managing identified and unforeseen events are documented, easily accessible, clearly communicated and maintained.
- Suitable tools, equipment and resources are identified, provided, and maintained to adequately respond to, and recover from emergencies, crises, and incidents.
- Staff and support services are trained in specific crisis and emergency plans, their roles and responsibilities and the use of emergency response equipment and resources.
- Regular exercises and drills are conducted to increase readiness for crises, emergencies, and incidents. Results are documented and lessons learned are communicated to ensure continual improvement.
- Periodic reviews and updates of plans and training are conducted to incorporate lessons learned from previous crises, emergencies, incidents, and exercises.

SIGNIFICANT INCIDENTS AND EMERGENCIES

9.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- When a significant incident or emergency occurs at any site, affected work stops and does not re-start until such time as the work areas affected have been risk assessed and the relevant manager has verified that effective controls, to prevent recurrence, are in place.
- That information received about any significant incident, or emergency is reviewed, and learnings are applied as appropriate, to ensure continual improvement and to prevent a recurrence at their site.

RECORDS

All documentation regarding emergency response planning, training, resources, and incidents are to be maintained.

ELEMENT 10: COMMUNICATION, CONSULTATION, PARTICIPATION, PERFORMANCE REVIEW & CONTINUAL IMPROVEMENT

(SILZ-OPS-HSSE-ELE-010)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure effective, transparent, and open communication and consultation is maintained with internal and external stakeholders and the workforce. Ensuring the participation of stakeholders including workforce representation in all elements of the safety management system and its sustainability. Stakeholders are to be encouraged to contribute and participate in performance improvement initiatives. HSSE performance and systems are to be monitored, audited, and reviewed to identify trends, measure progress, assess statutory compliance and ensure continual improvement.

EXPECTATIONS

STAKEHOLDER IDENTIFICATION & MANAGEMENT

10.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- That they identify relevant internal and external stakeholders and document their HSSE needs in a stakeholder management plan.
- Consult with affected stakeholders and communicate relevant HSSE issues.
- That systems are established to facilitate participation of personnel and external stakeholders, as appropriate, in HSSE meetings, in the development of HSSE programs and in assessments of HSSE performance.
- That records of stakeholder consultations and participation, including attendees, issues discussed, and outcomes/actions are maintained and formally communicated to all relevant stakeholders.
- That the opinions and viewpoints of relevant stakeholders are encouraged and considered when decisions are being made that may influence HSSE performance.

ASSESSMENT

10.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure all operations are assessed for implementation and effectiveness of the HSSE-MS objectives, targets, and for meeting compliance with applicable regulatory requirements. The frequency and scope of assessments shall reflect the complexity of the operation, level of risk and performance history.

SAFETY COMMITTEES

10.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure an 'Executive HSSE Steering Committee' is established.

10.4 All SILZ Divisions, department and sectors, Tenants, Contractors, divisions and departments shall establish safety committees that reports into and disseminates information from the Executive HSSE Steering Committee.

COMMUNICATION

10.5 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Communication and continual improvement expectations processes are developed with all divisions and departments to ensure the consultation and participation of personnel for HSSE topics.
- Processes are established to control the Internal and External communication of HSSE related material for employees, stakeholders and interested parties.
- Communication channels for reporting incidents, accidents, near-misses, non-conformities, and inspections are established. Lessons learnt from HSSE related events are communicated to all relevant parties.
- A process is established to allow employees and other stakeholder views to be collected and considered driving of continual improvement in the SILZ HSSE MS

MANAGEMENT REVIEW

10.6 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure management reviews are conducted as a minimum annually, to assess the continuing suitability, adequacy, and effectiveness of the SILZ HSSE MS and support the ongoing achievement of safety excellence. Ensuring corrective and preventive actions are implemented, where required, their effectiveness verified by the responsible line manager and endorsed by senior management.

RECORDS: Records shall be maintained of all management reviews and changes that are discussed, made or recommended.

ELEMENT 11: OPERATIONS, MAINTAINANCE and PROCESS SAFETY

(SILZ-OPS-HSSE-ELE-011)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure that where required, all plant and equipment is designed, operated, maintained, inspected and tested using systems and procedures that identify and manage risks and meet international best practices for process safety management (PSM). All records relating to the design, operating parameters and functional availability of the equipment process and services shall be detailed and documented during design, proven and documented during commissioning maintained in a Process Safety Information dossier being handed over to operations and retained for the life of the facility

EXPECTATION

PROCESS SAFETY MANAGEMENT

11.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure processes for designing, operating and maintenance of critical plant and equipment are documented and aligned with international best practice requirements for Process Safety Management and include, where required:

- Design Safety Reviews (Including constructability, operability, maintainability and decommissioning)
- Process Safety Information (PSI)
- Process Hazard Analysis
- Pre-Startup Safety Review and pre-occupation audit and inspection
- Mechanical Integrity
- Management of Change Process

Operations and Maintenance

11.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure they have developed and implemented written operating and maintenance procedures and work instructions that contain clear instructions reflecting current international best practices. Instructions that emphasize hazards, health considerations, operating limitations, safety practices and special circumstances. That operations personnel at all levels are fully competent with sufficient knowledge and experience to fulfil their operational roles and have received training on the specific equipment and processes for any new, different or changed equipment or process.

PROCESS SAFETY MANAGEMENT INFORMATION and TRAINING

11.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure, where required, training is in place that as a minimum cover, Safety in design, Identification of safety and health hazards, Emergency operations, best work practices.

11.4 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Approved PSM training shall be completed prior to concept selection to ensure safety in design is in-built from this initial concept were required.
- Design Contractors ensure that their engineering and design employees received training, are aware of potential process hazards, understand emergency action plans, are familiar with SILZ safety rules.

SAFE SYSTEMS OF WORK

11.5 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure:

- Familiarity with specific best practice international standards for industries which emphasize the management of hazards Associated with hazardous materials or chemicals
- The processes and transport limitations of materials that meet the defining criteria for hazard classes and divisions.
- Establish a process safety management program integrating technologies, procedures, and management practices were required.
- Implement a robust permit to work process (PTW) for handling storing and or processing any hazardous materials.

PERMIT TO WORK SYSTEM and RISK MANAGEMENT

11.6 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure a comprehensive PTW system and Risk Management process is in place as part of the safe systems of work. Permits, risk assessment and method statements are kept on file for operations conducted on or near critical processes. Permits and risk assessment must demonstrate that all hazards have been identified with safety requirements and control measures being met prior to beginning any work activity.

EMERGENCY PLANNING AND EMERGENCY RESPONSE

11.7 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure an emergency action plan and training for employees is in place. In the event of an emergency, the entire plant should be prepared to handle hazardous releases as well as follow other international best practice provisions.

RECORDS. All process safety information (PSI) shall be maintained for life of the facility and included in all MOC's.

ELEMENT 12: DESIGN, CONSTRUCTION, COMMISSIONING & HAND-OVER

(SILZ-OPS-HSSE-ELE-012)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure that the correct levels of management of risks and opportunities are an integral part of all projects through design, approval, procurement, construction and commissioning and especially implemented at the start-up and hand-over for operation phase of the project. That suitable safe systems of work are utilised throughout all phases of a project and a Pre-Start-up Safety Review (PSSR) is conducted by the project and operations groups combined, prior to start-up and handover of a facility to ensure all processes, systems, operating procedures, personnel, equipment and provisions are in place, have been reviewed and documented as meeting all SILZ expectations and regulatory requirements.

EXPECTATION

HSSE MANAGEMENT

12.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- that development activities for new projects, facilities modifications, and engineering change, assure adequacy of HSSE in design requirements and comply with the relevant requirements of the HSSE Management System.
- The project specific HSSE plan describes how these HSSE requirements are managed, is established and maintained

RISK ASSESSMENT

12.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Process Safety Management requirements, were required, are met during all design phases including Concept selection through to commissioning and handover.
- Methods for safe design and for safe construction and field work are documented, risk assessed, utilised and maintained through periodic review. Tasks and activities with potentially higher risks are identified and suitable control measures identified and implemented.

DESIGN AND TECHNICAL CRITERIA

12.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Technical and Performance Standards, including HSSE Controls, are adopted for the design and selection of plant, equipment and processes.
- Operating parameters are specified and documented, during the design phase, and copies of decisions dossiers and assumptions registers are maintained and, where required, approved by the relevant authority and included in the handover documentation.
- Projects define and document the criteria for identifying and validating critical equipment, systems and procedures and ensure p[erformance] standards are maintained for all critical equipment and systems.
- Designers are cognizant of construction and commissioning safety risks and design to reduce those risks to ALARP.

CONSTRUCTION

12.4 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Suitable work authorisation and control system (e.g., permit to work, simultaneous operation plans, safe systems of work, etc.) are in place, incorporating checks and authorisation that are consistent with the execution risks.
- Work teams confirm that risk prevention and mitigation measures or controls are in place and effective throughout work activities. This confirmation includes field level risk assessment.
- Pre-start orientation / reviews are performed to familiarise work teams with the work site, work plans and procedures.
- Resources and tools are readily available, suitable and certified, when necessary, for use.

COMMISSIONING

12.5 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Commissioning plans are developed and include the controls identified in the commissioning HSSE risk assessments and clearly define the required competencies and responsibilities of personnel involved in commissioning activities.
- Simultaneous Operation plan is developed and reviewed incorporating commissioning as site boundaries and area responsibilities change.

HANDOVER All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure a formal and documented handover process and procedures be developed and implemented with final handover carried out between the Project Director and the Production Unit Manager upon completion of the project execution.

RECORDS All process safety information (PSI), decisions dossiers and assumptions registers will be maintained and handed over to the Production Unit Manager upon completion of the project, this information shall be maintained and attached to the Management of Change (MoC) process for the life of the facility

ELEMENT 13: ENVIRONMENTAL MANAGEMENT

(SILZ-OPS-HSSE-ELE-013)

INTENT

Tenants and Contractors managements shall ensure that the environmental aspects and impacts associated with activities, resources, materials, processes, and products are identified, minimized, and managed. An Environmental Management System meeting the requirements of ISO 14001, and the national environmental requirements in Saudi Arabia, is established and implemented. Environmental records are established to track, record and report all required environmental data.

EXPECTATION

IMPACT ASSESSMENTS

13.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall assess, as a minimum, the environmental impacts for the following relevant aspects:

- Air emissions from all sources in relation to controlled activities and facilities.
- Greenhouse gas emissions.
- Energy efficiency and consumption.
- Protection of biodiversity values and sensitive areas.
- Discharges of any contaminated materials (liquid or solid).
- Disturbance of land, freshwater, including facilities, storage tanks and pipelines.
- Water usage and impacts to surface and ground water.
- Waste generated from activities controlled by Tenant, contractor SILZ development or operations.
- Noise and vibration.

ENVIRONMENTAL CONTROLS

13.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- They implement the relevant requirements defined in the Environmental management system to manage the environmental aspects and impacts of its activities.
- They implement management processes to meet the requirements defined ISO 14001 and those issued by the Saudi Arabian Regulators including, but not limited to, GACA, the NCEC, MEWA, and the National Centre for Waste Management (Mawan), to manage environmental aspects and impacts of their activities.
- The environmental management system and the registered identified and implemented controls are reviewed at least annually against applicable international standards and regulations in support of continual improvement.

MANAGEMENT PLANS

13.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- They develop and implement documented management plans for the relevant environmental aspects and impacts listed that is regularly reviewed and updated.
- They have management plans which comply with the relevant requirements detailed in the Environment Management System, meeting the requirements of ISO 14001.
- They develop and implement plans to address Waste Management across their areas of control meeting the GACA requirements.

ENVIRONMENTAL INCIDENTS

13.4 All Tenants, contractors, and sites, including SILZ development and operations activities shall have in place the resources, equipment, and materials to respond to any potential environmental pollution identified in their impact assessment or their Environmental Plans.

13.5 All environmental incidents are to be reported in accordance with the SILZ incident reporting and management process.

RECORDS: All Environmental Impact Assessments (EIA), Plans and incident records are to be maintained.

ELEMENT 14: PERSONNEL AND ASSET PHYSICAL SECURITY & FIRE SAFETY MANAGEMENT

(SILZ-OPS-HSSE-ELE-014)

INTENT

All SILZ Divisions, department and sectors, Tenants and Contractors shall ensure plans, resources, and equipment are in place to ensure security and fire safety of SILZ assets, property and personnel, our Tenants their assets personnel and property, Contractors their assets, personnel and equipment, are ready to effectively respond to emergency, crisis, security breach, security incident and manage any recovery.

NOTE:

- Information Technology and Cyber Security management meeting the requirements of ISO 27001 is not covered by this Element. Cyber security will be the responsibility of the SILZ Cyber Security Department.
- Tenant and or Contractor provided security contractors shall be approved by SILZ HSSE department prior to being contracted.

EXPECTATION

IDENTIFY, ASSESS, MITIGATE and DOCUMENT

14.1 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Risk management processes are applied to identify, assess, and mitigate security and fire risks to people the environment and assets, for all existing and planned activities, and developments relating to the context of the organisation.
- A systematic approach to security and fire safety risk management commensurate with the regulatory requirements and level of risk is utilised, interfacing where required with any identified external regulatory authorities, stakeholders or interested parties.
- Higher risk operations involving either SILZ or Tenant complex process facilities or vital infrastructure assets shall develop additional, or more specific processes to control risk.
- A security management system including security and fire safety plans, processes, procedures and supporting documentation is developed, implemented, and maintained meeting the requirements of ISO 28000-2022.

PLANNING & MANAGEMENT

14.2 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure

- Potential security, crisis and emergency events are identified, and management plans are in place to mitigate impacts to people, the environment, assets, and reputation.
- Security, crisis, and emergency plans for managing identified and unforeseen events are documented, easily accessible, clearly communicated, maintained, and updated regularly.
- Communications protocols are developed at all levels feeding up to SILZ Security and Crisis Management Centre, and for SILZ Security Crisis management Centre to have both communications protocols in place linked to all required regulatory authorities and external key stakeholders and process developed to instigate a tiered response where required with external support organisations.
- Suitable tools, equipment and resources are identified, provided, and maintained to adequately respond to, and recover from, an emergency, a crisis, or a security incident.
- Staff and support services are trained in the security and fire safety management system requirements and specific security, crisis and emergency plans, their roles and responsibilities and the use of emergency response equipment as well as the communications protocols in place with external agencies, support organisations and stakeholders.
- Regular exercises and drills shall be conducted to increase readiness for any potential crisis, emergency, and or security incident. Results shall be documented and lessons learned shall be communicated.
- Periodic reviews and updates of plans and training shall be conducted to incorporate lessons learned from previous crises, emergencies, security incidents and exercises.
- Lessons learned from drills, exercises and incidents shall be incorporated into the Security and Fire Safety management system to ensure continual improvement.

SIGNIFICANT INCIDENTS AND EMERGENCIES

14.3 All SILZ Divisions, department and sectors, Tenants and Contractors managements shall ensure when a significant incident or emergency occurs at any facility or area, all affected work stops and shall not be re-started until such time as the work areas affected have been risk assessed and the relevant manager has verified that effective controls, to prevent recurrence, are in place.

- 14.4 SILZ Security shall ensure that information received about a significant incident, or any emergencies is reviewed, and learnings are applied as appropriate, to prevent a recurrence at their site and ensure continual improvement.

RECORDS All records of incidents and non-conformances shall be maintained.

APPENDIX 1: OCCUPATIONAL HEALTH AND SAFETY POLICY

Riyadh Integrated is managed by the Special Integrated Logistics Zone Company (SILZ), which is responsible for developing and operating logistics zones. As a 'Developer' SILZ is master planning integrated logistics zones, attracting strategic tenants and investors, issuing construction, operations, and occupancy permits and liaising with regulators and key stakeholders while applying governance across all tenants and contractors working or located inside the zones. As an 'Operator' SILZ is enabling growth by leasing land, providing pre-built warehouses, and built-to-suit facilities, operating a full-service and maintenance 'One-Stop Shop' delivering core and value-added logistics services, managing the unique operational risks such as cargo handling, dangerous goods, traffic safety, and aviation-related hazards while ensuring infrastructure performance and compliance. SILZ is committed to establish the global benchmark as a leading developer and operator of Special Integrated Logistic Zone, empowering the world's most efficient, integrated, and sustainable end-to-end supply chain operations. We recognise that we are responsible for preserving the health, and safety of our employees, tenants, contractors, and those that conduct business with us. SILZ Management is committed to creating a safe and responsible working environment proactively championing safe systems of working, the physical and mental wellbeing and the positive long-term health, and healthy work environments of our personnel. We passionately believe this sits at the heart of high performance for our personnel, also enabling enhanced quality, improved productivity, and the generation of greater value. SILZ will comply with zone regulator's (GACA) OHS requirements and procedures within Riyadh Integrated. Our OHS Policy and HSSE Safety Management System establishes the guiding principles which will be achieved by: - Ensuring we comply with best industry practice, all relevant legislation, and other requirements specific to the context of our business and regularly evaluating and reporting on our compliance obligations - Providing the emergency response resources and equipment to ensure a safe workplace with all the required recovery resources, processes and equipment in place. - Integrating OHS factors throughout the lifecycle of our assets, and products by implementing engineered safety solutions and risk management processes to achieve continual improvement. - Using a risk-based approach to identify hazards and areas of potential harm while ensure through change management, setting OHS objectives, targets and guidance for implementing	تدار (Riyadh Integrated) المنطقة الخاصة اللوجستية المتكاملة من قبل شركة المنطقة الخاصة اللوجستية المتكاملة (SILZ)، والتي تعنى بتطوير وتشغيل المناطق اللوجستية. - بصفتها "مطوراً": تقوم SILZ بالتخطيط الشامل للمناطق اللوجستية المتكاملة وجذب المستأجرين والمستثمرين الاستراتيجيين، وإصدار تصاريح البناء والإشغال والتشغيل، والتنسيق مع الجهات التنظيمية وأصحاب المصلحة الرئيسيين، إلى جانب تطبيق الحوكمة للمستأجرين. - بصفتها "مشغلاً": تمكّن SILZ النمو من خلال تأجير الأراضي، وتوفير المستودعات الجاهزة والمرافق المبنية حسب الطلب، وتشغيل "خدمة الصيانة والدعم الشاملة" لتقديم الخدمات الأساسية والمضافة، وإدارة المخاطر التشغيلية الفريدة مثل مناولة البضائع، والمواد الخطرة، وسلامة المرور، والمخاطر المرتبطة بالطيران، مع ضمان أداء البنية التحتية والامتثال. تلتزم SILZ بتأسيس المعايير العالمية كجهة رائدة في تطوير وتشغيل المناطق الحرة، بما يعزز تكامل وكفاءة واستدامة سلاسل التوريد على مستوى العالم. ندرك مسؤوليتنا في الحفاظ على صحة وسلامة موظفينا، والمستأجرين، والمقاولين، وكل من يتعامل معنا، وبذلك فإن هذه السياسة ونظام إدارة الصحة والسلامة والأمن والبيئة (HSSE) تسري على جميع المستأجرين والمقاولين والأفراد العاملين داخل المناطق. تلتزم إدارة SILZ بتهيئة بيئة عمل آمنة، ودعم أنظمة العمل الآمن، وتعزيز الصحة البدنية والنفسية والرفاهية الإيجابية طويلة الأمد وبيئات العمل الصحية لموظفينا. ونؤمن أن هذا يمثل أساس الأداء العالي لموظفينا، كما يمكن من تعزيز الجودة والإنتاجية وتحقيق قيمة أكبر. كما ستلتزم SILZ بمتطلبات وإجراءات الهيئة العامة للطيران المدني (GACA) وهي الجهة المنظمة للمنطقة اللوجستية المتعلقة بالصحة والسلامة المهنية داخل المنطقة اللوجستية الخاصة. ترسخ سياسة الصحة والسلامة المهنية (OHS) ونظام إدارة HSSE المبادئ التوجيهية التي سيتم تحقيقها من خلال: - ضمان الالتزام بأفضل الممارسات المهنية، وجميع التشريعات واللوائح ذات الصلة بسياق أعمالنا، مع التقييم المنتظم والإبلاغ عن التزامات الامتثال الخاصة بنا. - توفير موارد ومعدات الاستجابة للطوارئ لضمان بيئة عمل آمنة، مع وجود جميع الموارد والعمليات والمعدات اللازمة للتعافي. - دمج عوامل الصحة والسلامة المهنية في دورة حياة أصولنا ومنتجاتنا من خلال تطبيق الحلول الهندسية لإدارة المخاطر وتحقيق التحسين المستمر. - اتباع نهج قائم على المخاطر لتحديد المخاطر ومجالات الضرر المحتملة، وضمان تطبيق إدارة التغيير، وتحديد أهداف وإرشادات
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preventative measures allowing us to continually improve safety. Empowering people to make choices about their own safety and security as well as the safety of others by encouraging and supporting them to continually challenge the process and procedures as well as the places in which they work, providing a bottom-up feed-back loop to Leadership and Management. Ensuring we have a well-trained and competent workforce who participate, and contribute to the safe planning, management and execution of the workplace tasks. Recognising that people, their attitudes and beliefs are central to obtaining excellent health and safety performance by allowing feedback and participation in all changes. Using risk resilience, consultation, collaboration, and empowerment, at all levels as strong indicators of occupational health and safety performance. This Policy is applicable to all SILZ personnel, our Tenants, contractors and personnel working for or on behalf of SILZ, they have individual responsibility to comply with this policy and support the continual improvement in our Occupational Health and Safety performance.	الصحة والسلامة المهنية، وتنفيذ التدابير الوقائية التي تمكّننا من التحسين المستمر للسلامة. • تمكين الأفراد من اتخاذ القرارات المتعلقة بسلامتهم الشخصية وسلامة الآخرين من خلال تشجيعهم ودعمهم على مراجعة وتحدي العمليات والإجراءات وبيئات العمل، مع توفير حلقة تغذية راجعة من الموظفين إلى الإدارة. • ضمان وجود قوة عاملة مدربة تشارك وتساهم في التخطيط والإدارة والتنفيذ الآمن لمهام العمل. • الاعتراف بأن الأفراد ومعتقداتهم وسلوكياتهم عناصر أساسية لتحقيق أداء متميز في الصحة والسلامة من خلال إشراكهم وتلقي ملاحظاتهم في جميع التغييرات. • استخدام المرونة في مواجهة المخاطر، والتشاور، والتعاون، والتمكين، والقيادة على جميع المستويات كمؤشرات قوية على أداء الصحة والسلامة. تنطبق هذه السياسة على جميع موظفي SILZ، والمستأجرين، والمقاولين، والأفراد العاملين لصالح SILZ أو بالنيابة عنها، حيث تقع عليهم مسؤولية فردية للامتثال لهذه السياسة ودعم التحسين المستمر في أدائنا فيما يتعلق بالصحة والسلامة المهنية.
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APPENDIX 2: ENVIRONMENTAL POLICY

Riyadh Integrated is managed by the Special Integrated Logistics Zone Company (SILZ), which is responsible for developing and operating logistics zones.	تدار (Riyadh Integrated) المنطقة الخاصة اللوجستية المتكاملة من قبل شركة المنطقة الخاصة اللوجستية المتكاملة (SILZ)، والتي تعنى بتطوير وتشغيل المناطق اللوجستية.
- As a 'Developer' SILZ are master planning integrated logistics zones across Saudi Arabia, attracting strategic tenants and investors, issuing construction, operations, and occupancy permits and liaising with regulators and key stakeholders while supporting and providing governance over tenants. - As an 'Operator' SILZ are enabling growth by leasing land, providing pre-built warehouses, and built-to-suit facilities, operating a full-service and maintenance 'One-Stop Shop' delivering core and value-added logistics services, managing the unique operational risks such as cargo handling, dangerous goods, traffic safety, and aviation-related hazards while ensuring infrastructure performance and compliance.	- بصفتها "مطورًا": تقوم SILZ بالتخطيط الشامل للمناطق اللوجستية المتكاملة وجذب المستأجرين والمستثمرين الاستراتيجيين، وإصدار تصاريح البناء والإشغال والتشغيل، والتنسيق مع الجهات التنظيمية وأصحاب المصلحة الرئيسيين، إلى جانب تطبيق الحوكمة للمستأجرين. - بصفتها "مشغلًا": تمكّن SILZ النمو من خلال تأجير الأراضي، وتوفير المستودعات الجاهزة والمرافق المبنية حسب الطلب، وتشغيل "خدمة الصيانة والدعم الشاملة" لتقديم الخدمات الأساسية والمضافة، وإدارة المخاطر التشغيلية الفريدة مثل مناولات البضائع، والمواد الخطرة، وسلامة المرور، والمخاطر المرتبطة بالطيران، مع ضمان أداء البنية التحتية والامتثال.
SILZ is committed to establish the global benchmark as a leading developer and operator of free trade zones, empowering the world's most efficient, integrated, and sustainable end-to-end supply chain operations.	تلتزم SILZ بترسيخ المعايير العالمية كجهة رائدة في تطوير وتشغيل المناطق الحرة، بما يعزز تكامل وكفاءة واستدامة سلاسل التوريد على مستوى العالم.
SILZ is aligned with, and committed to, both local and global environmental initiatives including, Saudi Vision 2030, National Net Zero Goal by 2060, and the United Nation Sustainable Development Goals. The SILZ commitment includes preserving the local environment, ensuring reductions of impacts during our operations, being a responsible custodian of the environment within the areas under our control, proactively championing environmental stewardship across our tenants, our personnel, contractors, and ensuring compliance with the environmental regulations; we are committed to sustainability, climate change, protecting the environment, preventing pollution, waste reduction and implementing a circular economy model, ensuring energy and resources are consumed as efficiently as is reasonably practicable to reduce our carbon footprint.	تلتزم SILZ بالمبادرات البيئية المحلية والعالمية، بما في ذلك رؤية السعودية 2030، والهدف الوطني للوصول إلى الحياد الصفري بحلول عام 2060، وأهداف الأمم المتحدة للتنمية المستدامة. ويشمل التزام SILZ الحفاظ على البيئة المحلية، وتقليل الآثار الناتجة عن عملياتها، وتحمل مسؤولية حماية البيئة في المناطق الخاضعة لإدارتها، وتعزيز مبادئ الإدارة البيئية بشكل استباقي عبر المستأجرين والموظفين والمقاولين، مع ضمان الالتزام بالأنظمة والتشريعات البيئية ذات الصلة. كما تلتزم SILZ بالاستدامة، ومواجهة تحديات تغير المناخ، وحماية البيئة، ومنع التلوث، وتقليل النفايات، وتطبيق نموذج الاقتصاد الدائري، وضمان الاستخدام الأمثل للطاقة والموارد بما يساهم في خفض البصمة الكربونية.
SILZ will ensure to meet or exceed compliance with Zone Regulator (GACA) environmental requirements and procedures within the Special Logistics Zone.	كما ستلتزم SILZ بمتطلبات وإجراءات الهيئة العامة للطيران المدني (GACA) وهي الجهة المنظمة للمنطقة اللوجستية المتعلقة بالصحة والسلامة المهنية داخل المنطقة اللوجستية الخاصة.
This Environmental Policy, which is supported by our corporate integrated HSSE Management System, establishes the guiding principles which will be achieved by:	ترسخ سياسة البيئة، والمدعومة بنظام الإدارة المتكامل للصحة والسلامة والأمن والبيئة (HSSE)، المبادئ التوجيهية التالية والتي سيتم تحقيقها عبر:
Ensuring Leadership and Management at all levels within the company shall provide visible leadership, Utilising risk assessments to develop and implement practices to eliminate environmental harm.	- ضمان أن يقوم القادة على جميع المستويات داخل الشركة بتوفير القيادة الواضحة، واستخدام تقييمات المخاطر لتطوير وتنفيذ ممارسات تهدف إلى القضاء على الأضرار البيئية. - تقليل البصمة البيئية عبر تطوير استراتيجيات وخطط عمل للتخفيف من الآثار المتعلقة بتغير المناخ، جودة الهواء، التحكم بالضوضاء،

- Minimizing SILZ environmental footprint by developing strategies and action plans to mitigate impacts related to climate change, air quality, noise control, water management, resource conservation, biodiversity preservation and waste management.
- Upholding the highest quality standards in all operations and activities with a strong emphasis on promoting the transition to a circular economy.
- Collaborating with government agencies, industry associations and other stakeholders to advance environmental and sustainability initiatives.
- Recognizing climate change as a paramount concern, placing a high priority on reducing greenhouse gas emissions, identifying climate-related risks and opportunities and actively engaging in mitigation and adaptation initiatives, while striving to attain global zero emissions.
- Working in compliance with all relevant statutory provisions and other appropriate standards, setting environmental and energy management objectives annually that will allow SILZ to meet our strategic aims and objectives and continually improve.
- Working and consulting with SILZ personnel, our Tennant's and Contractors to identify and eliminate environmental hazards, introducing controls and mitigation measures, reducing environmental risks.
- Supporting the purchase of energy efficient products, services, and design for energy performance improvement.
- Actively engaging, involving and communicating with employees' tenants and contractors, to improve the company's environmental stewardship.
- Providing the response resources, training and equipment to ensure an environmentally sound and compliant workplace with all the required recovery resources, processes and equipment in place to ensure any accidental spills or other environmental incidents are responded to quickly and efficiently.; mitigating the impact of any foreseeable risks.

This Policy is applicable to all SILZ personnel, our Tenants, contractors and personnel working for or on behalf of SILZ, they have individual responsibility to comply with this policy and support the continual improvement in our environmental and sustainability performance.

إدارة المياه، الحفاظ على الموارد، حماية التنوع البيولوجي، وإدارة النفايات.

- الالتزام بأعلى معايير الجودة في جميع العمليات والأنشطة، مع التركيز على تعزيز التحول نحو الاقتصاد الدائري.
- التعاون مع الجهات الحكومية وأصحاب المصلحة لدعم المبادرات البيئية ومبادرات الاستدامة.
- الاعتراف بأن تغير المناخ يمثل قضية رئيسية، مع إعطاء أولوية قصوى لخفض الانبعاثات، وتحديد المخاطر والفرص المتعلقة بالمناخ، والمشاركة الفعالة في مبادرات التخفيف والتكيف، والسعي لتحقيق الحياد الكربوني العالمي.
- ضمان الامتثال لأفضل الممارسات البيئية العالمية، وجميع التشريعات والمتطلبات ذات الصلة بسياق أعمالنا، مع التقييم والإبلاغ المنتظم عن التزامات الامتثال، والعمل وفق جميع الأحكام النظامية ذات الصلة والمعايير المناسبة، ووضع أهداف لإدارة البيئة والطاقة تُمكن SILZ من تحقيق أهدافها الاستراتيجية والتحسين المستمر.
- العمل والتشاور مع موظفي SILZ والمستأجرين والمقاولين لتحديد المخاطر البيئية والقضاء عليها، وإدخال الضوابط وتدابير التخفيف، وتقليل المخاطر البيئية. ودعم شراء المنتجات والخدمات الموفرة للطاقة، والتصاميم التي تهدف إلى تحسين كفاءة أداء الطاقة.
- دعم شراء المنتجات والخدمات الموفرة للطاقة، والتصميم الذي يعزز تحسين الأداء الطاقوي.
- إشراك الموظفين والتواصل معهم بفاعلية، وإشراك ممثليهم عند الحاجة، لتعزيز الرقابة البيئية. وضمان أن الموظفين مدربين، ولديهم الموارد والمعلومات اللازمة لتحقيق أهداف الشركة، مع وجود معايير أداء واضحة.
- توفير موارد ومعدات وتدريب الاستجابة اللازمة لضمان مكان عمل متوافق بيئياً وسليماً، مع توافر جميع الموارد والعمليات والمعدات المطلوبة للتعافي، لضمان الاستجابة السريعة والفعالة لأي انسكابات عرضية أو حوادث بيئية أخرى، والتقليل من أثر أي مخاطر متوقعة.

تنطبق هذه السياسة على جميع موظفي SILZ، والمستأجرين، والمقاولين، والأفراد العاملين لصالح SILZ أو بالنيابة عنها، حيث تقع عليهم مسؤولية فردية للامتثال لهذه السياسة ودعم التحسين المستمر في أدائنا فيما يتعلق بالبيئة والاستدامة.

APPENDIX 3: SECURITY & FIRE SAFETY POLICY

Riyadh Integrated is managed by the Special Integrated Logistics Zone Company (SILZ), which is responsible for developing and operating logistics zones.

As a 'Developer' SILZ is master planning integrated logistics zones, attracting strategic tenants and investors, issuing construction, operations, and occupancy permits and consulting with regulators and key stakeholders while applying governance across all tenants and contractors working or located inside the zones.

As an 'Operator' SILZ is enabling growth by leasing land, providing pre-built warehouses, and built-to-suit facilities, operating a full-service and maintenance 'One-Stop Shop' delivering core and value-added logistics services, managing the unique operational risks such as cargo handling, dangerous goods, traffic safety, and aviation-related hazards while ensuring infrastructure performance and compliance. SILZ is committed to establish the global benchmark as a leading developer and operator of Special Integrated Logistics Zone, empowering the world's most efficient, integrated, and sustainable end-to-end supply chain operations.

SILZ development and operations are committed to ensuring robust security and fire safety measures are in place to protect our personnel, our Tenants, and our contractors as well as all personnel working on or for the SILZ company. This will be achieved through the collaboration with our personnel, our Tenants, and Contractors as well as our external stakeholders and partners. SILZ will comply with Zone Regulator (GACA) security and fire safety requirements and procedures within the Special Integrated Logistics Zone.

We will achieve success in our endeavours to provide a system that protects our personnel, our Tenants, contractors and sub-contractors and our local communities' by implementing and measuring the physical security requirement we develop and implement. To achieve success, we shall ensure the following.

As the developer and operator, we must assess all security and fire risks both actual and potential and ensure controls and mitigation measures are implemented.

SILZ Leadership are committed to provide sufficient resources, equipment and training to ensure robust security and fire safety departments which have the competence to provide a secure environment for all personnel in the SILZ controlled areas.

SILZ security and fire safety department shall develop a fully functions security management system and bespoke security and emergency response plans for each of our facilities and the personnel connected with them.

SILZ Security and Fire safety Management personnel will serve as the competent authority for the review, assessment and

تدار (Riyadh Integrated) المنطقة الخاصة اللوجستية المتكاملة من قبل شركة المنطقة الخاصة اللوجستية المتكاملة (SILZ)، والتي تعنى بتطوير وتشغيل المناطق اللوجستية.

• بصفتها "مطوراً"، تقوم SILZ بالتخطيط الشامل للمناطق اللوجستية المتكاملة وجذب المستأجرين والمستثمرين الاستراتيجيين، وإصدار تصاريح البناء والإشغال والتشغيل، والتنسيق مع الجهات التنظيمية وأصحاب المصلحة الرئيسيين، إلى جانب تطبيق الحوكمة للمستأجرين.

• بصفتها "مشغلاً"، تمكّن SILZ النمو من خلال تأجير الأراضي، وتوفير المستودعات الجاهزة والمرافق المبنية حسب الطلب، وتشغيل "خدمة الصيانة والدعم الشاملة" لتقديم الخدمات الأساسية والمضافة، وإدارة المخاطر التشغيلية الفريدة مثل مناولة البضائع، والمواد الخطرة، وسلامة المرور، والمخاطر المرتبطة بالطيران، مع ضمان أداء البنية التحتية والامتثال.

تلتزم SILZ بتسيخ المعايير العالمية كجهة رائدة في تطوير وتشغيل المناطق الحرة، بما يعزز تكامل وكفاءة واستدامة سلاسل التوريد على مستوى العالم.

تلتزم SILZ في تطويرها وتشغيلها بضمان وجود تدابير قوية للأمن والسلامة من الحرائق لحماية موظفينا، ومستأجرينا، ومقاولينا، وجميع الأفراد العاملين لدى أو لصالح الشركة. وسيتم تحقيق ذلك من خلال التعاون مع موظفينا ومستأجرينا ومقاولينا بالإضافة إلى أصحاب المصلحة الخارجيين وشركائنا. كما ستلتزم SILZ بمتطلبات وإجراءات الأمن والسلامة من الحرائق الخاصة بالهيئة العامة للطيران المدني (GACA) وهي الجهة المنظمة للمنطقة اللوجستية بما يخص الأمن والسلامة من الحرائق داخل المنطقة اللوجستية الخاصة.

سنحقق النجاح في جهودنا لتوفير نظام يحمي موظفينا، ومستأجرينا، ومقاولينا، ومجتمعنا المحلية من خلال تنفيذ وقياس متطلبات الأمن التي نطورها ونطبقها. ولتحقيق ذلك، نلتزم بما يلي:

• بصفتنا المطور والمشغل، يجب علينا تقييم جميع مخاطر الأمن والسلامة من الحرائق، سواء الفعلية والمحتملة، والتأكد من تنفيذ الضوابط وتدابير التخفيف اللازمة.

• تلتزم الإدارة العليا في SILZ بتوفير الموارد والمعدات والتدريب الكافي لضمان وجود إدارات فاعلة للأمن والسلامة من الحرائق قادرة على توفير بيئة آمنة لجميع الأفراد ضمن المناطق الخاضعة لإشراف SILZ.

• ستقوم إدارتنا الأمن والسلامة من الحرائق في SILZ بتطوير نظام متكامل لإدارة الأمن، بالإضافة إلى خطط أمنية وخطط استجابة للطوارئ مخصصة لكل من مرافقنا ولجميع الأفراد المرتبطين بها.

• سيعمل موظفو إدارتي الأمن والسلامة من الحرائق في SILZ كجهة مختصة لمراجعة وتقييم واعتماد جميع خطط الأمن

approval of all Tenant, contractor, SILZ development and operational facility physical security and fire safety plans. The Tenant, contractor, SILZ development and operational facility physical security plans and fire safety plans must be submitted to the SILZ Corporate HSSE (Security) department for approval and such approval must be obtained as part of the approval process for Tenants, prior to operational commencement of work. The facility security and fire safety plans must be based on the risk processes in SILZ, which will identify and control both actual and potential risks to any or all facilities. The SILZ security personnel will ensure all legal and regulatory requirements are met across all areas controlled by SILZ and ensure communications protocols are in place for tiered responses. Annual review of security implementation will be held, and SILZ management personnel and zone stakeholders will be consulted to review the processes and procedures in the security management system to ensure continual improvement. SILZ security personnel shall ensure the Tenant, contractor, SILZ development and operations, facility owners and or operators are responsible for taking reasonable measures to ensure the physical security of the infrastructure and personnel necessary to conduct their activities providing evidence of the implemented measures included in their physical security plan and fire safety plan. This Policy is applicable to all SILZ personnel, our Tenants, contractors and personnel working for or on behalf of SILZ, they have individual responsibility to comply with this policy and support the continual improvement in our Security & Fire Safety performance.	والسلامة من الحرائق الخاصة بالمستأجرين والمقاولين ومرافق التطوير والتشغيل التابعة لـ SILZ. • يجب تقديم خطط الأمن وخطط السلامة من الحرائق الخاصة بالمستأجرين والمقاولين ومرافق التطوير والتشغيل إلى إدارة الأمن في SILZ لاعتمادها، ويعد هذا الاعتماد جزءاً أساسياً من عملية الموافقة على المستأجرين أو بدء العمل في التطوير أو التشغيل. • يجب أن تستند خطط أمن المرافق والسلامة من الحرائق إلى عمليات تقييم المخاطر في SILZ، والتي ستحدد وتسيطر على جميع المخاطر الفعلية والمحتملة لأي أو جميع المرافق. • سيضمن موظفو الأمن في SILZ الامتثال لجميع المتطلبات القانونية والتنظيمية في كافة المناطق الخاضعة لإشراف الشركة، كما سيضمنون وجود بروتوكولات اتصال فعالة لتمكين الاستجابات المتدرجة. • سيتم إجراء مراجعة سنوية لتطبيق الأمن، مع استشارة جميع الموظفين وأصحاب المصلحة لمراجعة العمليات والإجراءات في نظام إدارة الأمن، بهدف ضمان التحسين المستمر. • يجب على موظفي الأمن في SILZ التأكد من أن المستأجرين والمقاولين ومشغلي مرافق التطوير والتشغيل مسؤولون عن اتخاذ التدابير المعقولة لضمان الأمن للبنية التحتية والأفراد اللازمين لتنفيذ أنشطتهم، مع تقديم أدلة على التدابير المطبقة ضمن خططهم الخاصة بالأمن والسلامة من الحريق. تنطبق هذه السياسة على جميع موظفي SILZ، والمستأجرين، والمقاولين، والأفراد العاملين لصالح SILZ أو بالنيابة عنها، حيث تقع عليهم مسؤولية فردية للامتثال لهذه السياسة ودعم التحسين المستمر في أدائنا فيما يتعلق بالأمن والسلامة من الحرائق.
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