



الشركة الوطنية لصناعة البسكويت والحلويات المحدودة
NATIONAL BISCUITS & CONFECTIONERY CO. LTD.

Health, Safety and Environmental Policy

We are, National Biscuits & Confectionery Company, committed to providing a Healthy and Safe environment for all employees, visitors, and subcontractors. Injury and illness losses from incidents are costly and preventable. National Biscuits & Confectionery Company established an effective accident and illness prevention program that involves all its employees in the effort to eliminate workplace hazards. We consider it a business requirement to ensure the occupational Health, Safety, and Environment of everyone who may be engaged in/related to our work activities.

This Policy applies to all National Biscuits & Confectionery Company employees, contractors, partners, and service providers, including those on co-located sites and sites owned by other parties.

This will also include employees of other organizations who are based in National Biscuits & Confectionery Company occupied premises.

The following provides a guiding framework of commitments to ensure Occupational Health, Safety is managed within the group, and that all parties are fully committed to ensuring it is upheld.

- As a group we ensure compliance with all the Health, Safety and Environmental local legislation as well as the best international practice standards that are applicable to our operations;
- Continually improve Health, Safety and Environmental performance through the setting of objectives, planning, targets and regular performance reviews.
- Employees will be provided with the necessary training and personal protective equipment as required by the risk assessment process to ensure hazards are identified, mitigated through a hierarchy of control to perform their tasks safely without posing any risk to themselves and others.
- The Top Management is committed to provide safe and healthy working conditions as well as applying controls which will protect Environment and promote pollution prevention.
- Encourage and support all employees to report accidents, incidents, hazards, significant aspects and to challenge actions and behaviors that compromise the HSE management system.
- Ensure processes are established for consultation and active participation of workers and worker representatives in health and safety with a continued effort in promoting and leading a positive culture regarding the HSE Management System.
- Leaders within the organization will display a visible and felt commitment to ensure the safety of employees, prevention of pollution. This commitment should not compromise Safety nor Environment for other gains. We expect all our employees, visitors and contractors working inside company premises to comply with this policy and display good safety behavior when working on our sites.

No. HSE-POL-001-01

Title: Health Safety & Environmental Policy

Version No.01



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- Top management is accountable for driving the principles, objectives and performance targets of this policy within the National Biscuits & Confectionery Company.
- Top management demonstrates commitment to safety, health and environmental management systems.
- Line management is accountable for implementing and sustaining safety processes in their functional areas.
- All personnel are responsible for promoting conventional safety by learning from operating experience and preventing harm to themselves others the plant and the environment.

We communicate this policy among our staff and interested parties through training and awareness sessions, displaying them on noticeboards, publication on company's website, profile and on necessary documents.

Health and Safety policies and procedures are developed to meet the needs of the business and its Employees. This policy is not linked to employees' contracts and any changes made, unless via direct intervention, will not affect them. Any changes made will be published and employees will be required to familiarise themselves with the changes. This policy will be reviewed annually and be amended and re-issued, if necessary. Previous versions of this policy are archived (if any).

M Raafat Chief Executive Officer (NBCC)

Date

13/7/2026

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Change History

POL No.	Effective Date	Significant Changes	Previous POL No.
HSE-POL-001-00	01/01/2026	N/A	New Policy
HSE-POL-001-01	01/01/2026	Document annual review.	HSE-POL-001-00

No. HSE-POL-001-01
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