

HEALTH POLICY

Date: 10th June 2026

Document No.: SAMKU-HSE-POL-001

SAMKU International Company is committed to protecting and promoting the health, safety, and well-being of all employees, contractors, visitors, and stakeholders. We are dedicated to providing a healthy workplace that prevents occupational illnesses and supports the physical and mental well-being of our workforce while complying with all applicable laws, regulations, and client requirements in the Kingdom of Saudi Arabia.

To achieve this commitment, **SAMKU International Company** will:

- Comply with all applicable occupational health legislation, client requirements, and industry best practices.
- Identify, assess, and control workplace health hazards to prevent occupational illnesses and injuries.
- Provide a safe and healthy working environment with appropriate welfare facilities, drinking water, sanitation, and first aid arrangements.
- Promote employee health through medical fitness, health awareness, hygiene, heat stress prevention, and wellness programs.
- Provide employees with the necessary information, instruction, training, and resources to work safely and maintain good health.
- Encourage employees to report health concerns, unsafe conditions, and occupational illnesses without fear of reprisal.
- Ensure emergency medical response procedures and qualified first aid personnel are available at all workplaces.
- Continually improve our Health Management System through regular monitoring, inspections, audits, and management reviews.

Health protection is a shared responsibility. Every employee, contractor, and subcontractor is expected to comply with this policy and actively contribute to maintaining a healthy and safe workplace.

"Healthy People, Safe Operations, Sustainable Success."

Approved By: Mr. Ahmed Sami
Managing Director
SAMKU International Company
Dammam, Kingdom of Saudi Arabia



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SAFETY POLICY

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SAMKU International Company is committed to conducting all its business activities in a manner that protects the safety and well-being of our employees, contractors, clients, visitors, and the communities in which we operate. We believe that all workplace injuries and incidents are preventable and that every employee has the right to work in a safe and healthy environment.

Our commitment is to achieve **Zero Harm** by integrating safety into every aspect of our engineering, contracting, maintenance, waste management, facility management, and support service operations.

To fulfil this commitment, **SAMKU International Company** will:

- Identify workplace hazards, assess risks, and implement effective control measures to prevent accidents, injuries, and occupational illnesses.
- Provide safe work procedures, appropriate personal protective equipment (PPE), and safe tools and equipment for all work activities.
- Ensure employees receive the necessary safety training, competency development, and supervision to perform their work safely.
- Encourage active employee participation in hazard identification, risk assessment, incident reporting, and continuous safety improvement.
- Investigate all incidents, near misses, and unsafe conditions to identify root causes and prevent recurrence.
- Maintain effective emergency preparedness and response plans, including regular drills and first aid arrangements.
- Continuously improve our Occupational Health and Safety Management System through inspections, audits, performance monitoring, and management reviews.

Safety is a shared responsibility. Every employee, contractor, and subcontractor is expected to comply with this policy, stop any unsafe work, and take personal responsibility for protecting themselves and others.

"Safety is Our First Priority – No Job is So Important That It Cannot Be Done Safely."

Approved By: Mr. Ahmed Sami
Managing Director,
SAMKU International Company
Dammam, Kingdom of Saudi Arabia



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ENVIRONMENTAL POLICY

Date: 10th June 2026

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SAMKU International Company is committed to protecting the environment and conducting all business activities in a responsible and sustainable manner. We recognize that environmental stewardship is an integral part of our engineering, contracting, maintenance, waste management, facility management, and support service operations. Our objective is to minimize environmental impacts while complying with all applicable environmental laws, regulations, client requirements, and international best practices in the Kingdom of Saudi Arabia.

To achieve this commitment, **SAMKU International Company** will:

- Comply with all applicable environmental legislation, regulatory requirements, and client environmental standards.
- Prevent pollution by minimizing emissions, waste generation, spills, and other environmental impacts arising from our operations.
- Promote the efficient use of natural resources, including energy, water, fuel, and raw materials, through responsible consumption and conservation practices.
- Reduce, reuse, and recycle materials wherever practical to support sustainable waste management and the circular economy.
- Properly handle, store, transport, and dispose of hazardous and non-hazardous waste in accordance with legal and environmental requirements.
- Protect land, air, water resources, and biodiversity by implementing effective environmental control measures at all work locations.
- Provide environmental awareness training to employees and encourage active participation in environmental protection initiatives.
- Monitor environmental performance through inspections, audits, and regular management reviews to ensure continual improvement of our Environmental Management System.

Environmental protection is a shared responsibility. Every employee, contractor, and subcontractor is expected to comply with this policy and actively contribute to preserving the environment for future generations.

"Protecting the Environment Today for a Sustainable Tomorrow."

Approved By: Mr. Ahmed Sami
Managing Director
SAMKU International Company
Dammam, Kingdom of Saudi Arabia



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