

POLICIES

Compliance also has a key role to play in our sustainability governance. Our policies outline our approach to topics and issues that are important to our organizations and to relevant stakeholders.

Stirling Mechanical Solution Ltd (SMS), has committed to certain, immutable values and the highest standards defined in our Code of Conduct.

STIRLING MECHANICAL SOLUTION (SMS) LTD SAFETY POLICY.



Safety is a Key value at Stirling Mechanical Solution (SMS) Ltd, integrated into our culture. Stirling Mechanical Solution (SMS) Ltd, policies, procedures, and systems are designed to not only maintain HSE performance excellence and drive improvement, but also protect our most valuable asset our people, customers, and the community we live and work. We continue to implement and enhance the following:

1. Occupational health and wellness programs
2. Inspection and incident investigation procedures
3. Environmental management

Other initiatives intended to reinforce Stirling Mechanical Solution (SMS) Ltd safety culture. SMS performs annual internal safety system audits, as well as periodic comprehensive third-party external audits, ensuring each location meets or exceeds industry standards and the Company's HSE requirements. SMS Ltd is committed to ensuring employees have the required training, equipment, and resources to do their jobs effectively and safely.

Our HSE policies govern how we will manage our operations to protect the health and safety of our employees, contractors, visitors, the public, and the environment, while complying with or exceeding all applicable laws, regulations, industry and internal standards, and stakeholder expectations. SMS Ltd key HSE goal is no harm to people, no damage to the environment and effective control of all identifiable risks.

STIRLING MECHANICAL SOLUTION (SMS) LTD HSE POLICY STATEMENT

SMS LTD. is committed to conducting its business activities, in a manner that will safeguard the physical, psychological, and social well-being, safety and environment of our employees, contractors, visitors, customers and our communities.

Our goal is to achieve and maintain HSE performance excellence as measured by our organization, its stakeholders and government regulators.

A successful HSE program depends on a team effort and full cooperation from all employees and contractors. SMS LTD employees at all levels, including executive management, and including contractors, are responsible and accountable for the success of our HSE performance targets and the implementation of the HSE program into our daily business.

Compliance with all applicable governmental HSE regulations is considered the minimum acceptable standard of HSE performance. We will continuously improve HSE performance to meet or exceed industry best practices.

Active support of this policy is a condition of employment and an expectation of all with whom we do business.

SMS LTD HSE GOAL IS:

- 1. NO HARM TO PEOPLE**
- 2. NO DAMAGE TO THE ENVIRONMENT;**
- 3. EFFECTIVE CONTROL OF ALL IDENTIFIABLE RISKS.**

OUR COMPANY'S HEALTH AND SAFETY PROGRAMS

Our Behavior-Based Performance:

Is designed to elevate overall safety standards and improve the safety culture through employee engagement, safety conversations, and standardized operations.

Our Automated Hazard Identification System :

Helps employees to identify risks and to alert management, so mitigation controls can be implemented, creating a cycle of continuous improvement in worksite safety.

Our Stop Work Authority :

Gives every employee the responsibility, authority, and empowerment to stop work when unsafe actions or conditions could lead to an accident or environmental damage. Stop Work Authority involves a "stop, notify, correct, and resume" approach.

Our Daily Safety Topics:

Are communicated on relevant and wide-ranging themes often drawn from learnings gathered through hazard observation analysis or from real events.

Our Monthly Statistical Reporting and General Safety Meetings:

Help identify common trends across locations and departments, sharing lessons learned for improvement.

Our Safety Committee Meetings:

Involving management and employee representatives, include follow-up and corrective actions assigned.

Our Solid Quality Management Systems:

Our facilities and activities fully comply with ASME and ISO standards. This ensure that SMS ltd produces safe, operable equipment in accordance with governing standards and customer specification.