

# Abela & Co QHSE Policy

**Abela & Co LLC** is devoted towards making a difference for its stakeholders, community, environment and constantly creating added value. We are committed to providing safe and high-quality products and the best food management services; by continuously striving to exceed customers' expectations.

Furthermore, we are committed to safety as part of our vision to be "the Company of Choice" and we foster a work culture where food safety and health & safety of our customers, suppliers, employees, interested parties and anyone who is impacted by our activities, products and services are key corporate priorities.

As we operate in the local and global business environment, we endeavor to excel in all aspects of our business and recognize that the pursuit of economic growth must not take place at the cost of a healthy environment and a safe workplace, and that employees at all levels of the organization are accountable to safety and environmental compliance and responsible for customers' satisfaction.

**Abela & Co LLC management is committed to an Integrated QHSE system and shall:**

- Promote continuous improvement and excellence in all the aspects of the business.
- Establish, document, communicate, assess and improve our QHSE system, its objectives and plans in line with the company strategy and policies, needs of our interested parties and in compliance with all QHSE related and applicable compliance obligations, local, federal, international laws and regulations and industry standards.
- Continuously enhance Customer Satisfaction, by meeting the explicit and implicit needs of our customers' segments.
- Partner with our customers, clients, suppliers and create mutual beneficial relationships.
- Implement a risk-based approach and procedure to analyze all risks applicable to our business activities, mitigate and identify opportunities to improve.
- Ensure we are resourceful with the right talent to deliver safe products/services and workplace that constantly meet our set standards with a reduced impact on the environment. We achieve this through a well-established training and awareness program.
- Accomplish high level of people satisfaction, by creating genuine sense of belonging and a culture that supports the respect, development and empowerment of every employee.
- Continuously measure, review, improve productivity and operational performance at all levels by analyzing and optimizing our internal processes, standardizing our practices and becoming a lean organization.
- Continuously strive to comply with the ISO standards (ISO 22000:2018, ISO 45001:2018, ISO 14001:2015) as stipulated in this integrated policy, and the Sedex Members Ethical Trade Audit (SMETA) best practices in health & safety, labour, environmental management & business ethics.

**We aim to maintain a positive safety culture and highest Health and Safety standards and undertake to:**

- Provide all necessary resources to prevent work-related injuries, accidents and illnesses.
- Evaluate through risk assessment program, all health and safety risks arising from our work activities and respective mitigation activities, including our staff owned accommodation.
- Ensure that all our employees are adequately informed of identified risks and receive the relevant information, instruction, training and supervision to carry out their duties in a healthy and safe manner.
- Ensure that all levels of employees at Abela & Co. understand their accountabilities and demonstrate visible health & safety leadership. And ensure staff participation in H&S matters as necessary.
- Ensure all risks and emergencies are identified and procedures to mitigate them are established.

**We aim to protect the environment and mitigate the impact of our activities, products and services and undertake to:**

- Evaluate the potential environmental impacts of existing, new and expanded processes and projects.
- Reduce the consumption of natural resources in our operations.
- Aim to minimize waste, prevent air and water pollution and dispose waste safely and responsibly.
- Provide relevant information and appropriate training for staff and encourage feedback on environmental procedures and goals.
- Encourage our suppliers to pursue best environmental practices in their procedures and wherever possible, reflect their environmental choices or practices in our decision making.
- Actively support the environmental programs of regional and national regulation bodies.

Furthermore we are dedicated to the successful implementation of this QHSE policy. Our Quality department is responsible for the development and maintenance of our integrated QHSE system. Our Food Safety Department is responsible for the implementation of our food safety policies.

Every employee in our company is a quality agent and is responsible for the implementation of the system pertaining to his/ her job.

**Our QHSE system is governed by Business Excellence fundamental principles and aligned with ISO 9001 principles:**

## Leading with Vision, Inspiration & Integrity

Our leaders are personally involved in our improvement activities across; they drive our company vision, culture and strategy to create constancy of purpose towards improvement.

## Adding Value for Customers

In addition to our employees, our customers are the center of all interest. We all work to create sustainable value, understand their requirements using well-defined communication channels and ensure that every one of our employees is acting proactively to exceed their expectations.

## Achieving Balanced Results

Our success is determined by our results that meet and balance all stakeholders' short and long-term needs.

## Succeeding through People

We strive to develop, empower our employees at all levels, increase their motivation and satisfaction. Our employees' performance management system is implemented to measure employees' satisfaction and reward them. And ALDA, our Abela Learning and Development Academy translates a genuine dedication to people development.

## Managing by Processes

To ensure the best internal and external outcomes, we deploy a systematic approach to management; where systems are designed, deployed, maintained and measured. Our management strategic decisions are based on facts and figures from our financial and operational analysis.

## Nurturing Creativity & Innovation

Our quality policy and plan are supported by a culture of continuous improvement lead by our senior management and promoted in all our managerial and supervisory meetings. We continuously encourage creativity and innovation and share knowledge internally to maximize performance. Improvement teams are set to evaluate current situations and implement new creative ideas and lead improvement projects.

## Building Partnerships

We believe that; partnering with our clients and suppliers' support our efforts to achieve performance excellence. We seek common interests, customize our products & services and deploy our expertise in food safety and nutrition to add value to our clients and create mutual beneficial relations. We interact with our suppliers on various matters creating advanced relations which lead to strong partnerships with some of our major suppliers.

## Taking Responsibility for a Sustainable Future

We seek to add value to the community we live in through various activities with local organizations and which are supported by our management. We seek to promote healthy living, create environmental awareness and implement practices to preserve the natural resources and reduce the impact on the environment from our processes.