



## QSHE Policy Statement

The Quality, Safety and health of our employees (Permanent & Freelancers) and the protection of the Environment as a Personnel Agency is our foremost business consideration. No employee will be required to do a job that he or she considers unsafe. In a Continuous Improvement Culture & Spirit, IOORS will comply with all applicable workplace Quality, Safety, Health & Environment requirements in line with its Customers, Clients Policies and maintain occupational safety and health standards that equal or exceed the best practices in the industry. IOORS will consider all employee suggestions for achieving a safer, healthier workplace and will liaise regularly with its Clients regarding new projects locations Countries, such as but not limited to: Syria, Mali, Libya, Algeria, Niger & Yemen.

### Our Commitment means that we will:

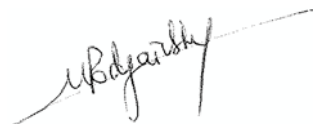
- Ensure that the implementation of the new ISO Standard 9001:2015 which will be published in Sept. 2015, (General Risk Management Model & the emphasis of a Leadership approach) will be adequately communicated to all our Employees with continuous support.
- Provide a safe and healthy workplace and working conditions for all, including employees, contractors, customers and visitors.
- Ensure that training is provided on Site by our Clients, to enable all employees to work safely.
- Comply with relevant legislation and industry standards.
- Provide support and assistance to employees
- Consult with staff and clients where relevant to enhance the effectiveness of procedures.
- Ensure that regular reviews and evaluations of Quality, Health, Safety & Environment systems in place are conducted on our Clients premises.
- Ensure at all time that a 'Safety Culture' in IOORS Organization can be promoted most effectively
- if the pursuit of Quality, Health, Safety & Environment is accepted as an objective shared by us all.
- Ensure that Qualification/Training of IOORS employees is up to date to create healthy and safe work place environment.
- Validate professional certification in QSHE and considering QSHE spirit in every recruitment and selection activities.
- Communicate at all-time lessons learnt on QSHE activities to all the personnel.
- Perform adequate monitoring and review of QSHE Performances of our personnel by keeping a proactive contact with our Customers / Clients on Sites.

### Employees and Freelancers are expected to:

- Take reasonable care to ensure good Quality, Health, Safety & Environmental procedures are implemented at all times.
- Identify and support measures to eliminate or minimize unsafe conditions
- Assume personal responsibility for their own safety and for those of other work colleagues by always operating in a safe and appropriate manner.

**Date: 30<sup>th</sup> of June 2015**  
**IOORS B.V.**

Managing Director  
Michel Podgaietsky



### Distribution:

All IOORS Employees &  
Freelancer

\* Subject to review, monitoring, and revision by Managing Director every 12 month or sooner if work activity changes