



إفراس للخدمات البيئية
AFRAS ENVIRONMENTAL SERVICES



Health & Safety Policy

At Afras Environmental Services, the health and safety of our employees, drivers, operators, clients, and the public is our **top priority**.

We believe that **no job is so urgent or important that it cannot be done safely**.

WHO THIS POLICY APPLIES TO

- All Afras employees
- Drivers and equipment operators
- Supervisors and managers
- Contractors and subcontractors
- Visitors at Afras sites or projects

Our goal is simple:

Everyone goes home safely, every day.

Following this policy is mandatory, not optional.

Reference: This policy design as per KSA standards

Number: AF-EM-2344697-NE

920033883

afrasenviro.com



KSA
Riyadh



Health & Safety Policy

Everyone goes home safely, every day.

1. Purpose of This Policy

This policy explains how Afras manages health and safety across all operations including waste collection, transportation, workshops, yards, project sites, and client locations.

It is designed to:

- Preventing accidents, injuries, and ill health
- Comply with **Saudi Arabian laws and regulations**
- Protect people, property, and the environment
- Promote a strong safety culture at all levels

2. Who This Policy Applies To

This policy applies to:

- All Afras employees
- Drivers and equipment operators
- Supervisors and managers
- Contractors and subcontractors
- Visitors at Afras sites or projects

Following this policy is **mandatory**, not optional.

3. Management Responsibilities

Afras management is responsible for:

- Providing safe working conditions
- Supplying proper tools, vehicles, and PPE
- Ensuring employees are trained before starting work
- Identifying hazards and controlling risks
- Stopping any unsafe activity immediately
- Investigating incidents and preventing recurrence

Safety performance is treated with the **same importance as operational performance**.

4. Employee Responsibilities

Employees must wear PPE according to the task, including:

- Safety helmet
- High-visibility vest
- Safety shoes
- Gloves
- Eye and face protection
- Respiratory protection where required

Failure to use PPE is considered a **serious safety violation**.

5. Hazard Identification & Risk Control

Before starting any job:

- Hazards must be identified
- Risks must be assessed
- Control measures must be applied

Supervisors are responsible for ensuring work is carried out safely and according to approved procedures.

Health & Safety Policy

Everyone goes home safely, every day.

6. Waste Handling & Environmental Safety

Afras strictly follows environmental safety practices:

- Proper segregation of waste
- Safe handling of hazardous materials
- Approved containers and labeling
- No illegal dumping or disposal
- Immediate response to spills or leaks

Protecting the environment is part of protecting people.

7. Vehicle & Equipment Safety

- Only authorized and trained personnel may operate vehicles and machinery
- Daily vehicle inspections are mandatory
- Seat belts must be always worn
- Overloading is strictly prohibited
- Unsafe vehicles or equipment must not be used

8. Incident Reporting

All incidents, including near misses, must be:

- Reported immediately
- Recorded properly
- Investigated fairly
- Used as learning opportunities

There will be **no punishment for honest reporting.**

9. Emergency Preparedness

Afras maintains emergency procedures for:

- Fire
- Traffic accidents
- Chemical spills
- Medical emergencies

Employees must know emergency contacts and follow instructions calmly.

10. Training & Awareness

Afras provides:

- Safety induction for new employees
- Job-specific training
- Refresher training
- Safety instructions in English and Arabic

Training is continuous, not one-time.



Health & Safety Policy

Everyone goes home safely, every day.

11. Disciplinary Action

Violation of safety rules may lead to:

- Warning
- Suspension
- Termination (for serious violations)

Safety rules exist to protect lives, not to punish people.

12. Continuous Improvement

This policy is reviewed regularly to:

- Improve safety performance
- Reflect operational changes
- Comply with updated regulations

Suggestions from employees are encouraged.

Final Statement

At Afras Environmental Services, safety is **everyone's responsibility**.

We are committed to maintaining a workplace where **people feel safe, respected, and protected**.




Khaled O. Alblehed
(Director Waste Management)