



# IntelloACE

## Health & Safety Policy

At IntelloACE, we believe that the health, safety, and well-being of our employees, clients, contractors, and communities are essential to the success of our business. As a consultancy committed to advancing quality, environment, health, and safety solutions, we strive to maintain a safe and healthy workplace, prevent work-related injuries and ill health, and foster a culture of shared responsibility.

In line with the requirements of ISO 45001:2018 and our vision of sustainable and responsible business practices, IntelloACE is committed to:

- Providing a safe and healthy working environment for all employees, contractors, and visitors.
- Preventing work-related injuries, illnesses, and unsafe conditions through proactive risk identification, assessment, and control.
- Complying with all applicable occupational health and safety laws, regulations, and other requirements relevant to our operations and consultancy services.
- Ensuring meaningful participation and consultation of employees at all levels in the development, implementation, and improvement of our health and safety practices.
- Promoting a culture of safety awareness, accountability, and continuous learning through regular training and capacity building.
- Protecting the mental health and overall well-being of employees, recognizing the importance of psychological safety alongside physical safety.
- Ensuring safe and healthy practices are promoted not only within our operations but also through the guidance we provide to clients and partners.
- Setting measurable health and safety objectives and targets, monitoring progress, and striving for continual improvement of our Occupational Health and Safety Management System.
- Preparing for and responding effectively to potential emergencies and incidents.
- Collaborating with clients, contractors, and stakeholders to strengthen health and safety performance across the value chain.

This policy applies to all IntelloACE employees, projects, and services. Leadership is accountable for providing resources, support, and direction to ensure its effectiveness, while every employee is responsible for actively contributing to a safe and healthy work environment. IntelloACE will communicate this policy to all stakeholders and make it publicly available. The policy and related objectives will be reviewed regularly to ensure continuing suitability and effectiveness.

**Sajida Khalid**  
Chief Executive Officer

**Warisha Azam**  
Chief Operating Officer