



ENVIRONMENTAL POLICY

Company: HiQ Services

Version: 4.0

Effective Date: July 2025

Review Frequency: Annual

Approved By: Managing Director

1. Purpose

HiQ Services is committed to conducting its operations in an environmentally responsible and sustainable manner. The Company recognizes that environmental protection is an integral part of business excellence and long-term value creation. This Environmental Policy establishes our commitment to preventing pollution, protecting natural resources, complying with applicable environmental legislation, and continually improving our environmental performance across all operations including industrial services, operation and maintenance (O&M), ports, mining, engineering, and infrastructure projects.

The policy supports our Environmental, Social and Governance (ESG) commitments and demonstrates our responsibility towards customers, employees, regulators, business partners, shareholders, and local communities.

2. Scope

This policy applies to all employees, directors, contractors, consultants, suppliers, subcontractors, temporary workers, and business partners working on behalf of HiQ Services. It covers all offices, project sites, workshops, warehouses, maintenance facilities, and operational locations.

3. Policy Statement

HiQ is committed to minimizing the environmental impact of its activities by integrating environmental considerations into business planning, project execution, procurement, and operational decision-making. Environmental stewardship is considered a shared responsibility across the organization.

4. Environmental Commitments

The Company commits to:

- Comply with all applicable environmental laws, regulations, permits and customer



requirements.

- Prevent pollution through effective operational controls.
- Reduce greenhouse gas emissions where practicable.
- Improve energy efficiency and encourage renewable energy.
- Conserve water and promote responsible water management.
- Minimize waste generation through reduction, reuse and recycling.
- Ensure environmentally responsible storage, handling and disposal of wastes.
- Prevent spills, leaks and uncontrolled releases.
- Protect biodiversity and ecosystems wherever our activities may have an influence.
- Integrate environmental risk assessments into project planning.

5. Resource Efficiency

HiQ shall promote efficient use of electricity, fuel, raw materials, water and other natural resources through conservation initiatives, process optimization, preventive maintenance, digitalization, and employee awareness.

6. Waste Management

The Company shall identify waste streams, encourage segregation at source, maximize recycling opportunities, use authorized waste disposal agencies, and maintain records of hazardous and non-hazardous waste in accordance with applicable legal requirements.

7. Air, Water and Noise Management

Operational controls shall be implemented to minimize emissions to air, prevent contamination of water resources, control dust, and reduce noise impacts through engineering controls, maintenance, and monitoring.

8. Climate Change

HiQ recognizes climate change as a significant global challenge and supports initiatives to reduce carbon emissions, improve energy performance, optimize transportation, and adopt sustainable technologies wherever feasible.

9. Training and Awareness

Environmental awareness programs shall be conducted for employees and contractors to ensure understanding of environmental responsibilities, emergency preparedness, pollution prevention, and sustainable work practices.



10. Monitoring and Continuous Improvement

Environmental objectives and key performance indicators shall be periodically monitored. Environmental incidents, audits, inspections, customer feedback, legal compliance, and corrective actions shall be reviewed to drive continual improvement.

11. Roles and Responsibilities

Senior Management shall provide leadership and resources. Managers shall implement this policy within their functions. Employees and contractors shall comply with environmental requirements, report environmental incidents promptly, and actively participate in improvement initiatives.

12. Compliance

Failure to comply with this policy may result in disciplinary action, corrective measures, or contractual remedies as appropriate.

13. Review

This policy shall be reviewed annually or earlier if significant legal, operational, or organizational changes occur.

Appendix – Environmental Management Framework

1. Environmental Management Practice

Each project shall identify environmental aspects and impacts, establish mitigation measures, maintain legal compliance, conduct toolbox talks and awareness sessions, monitor resource consumption, manage waste responsibly, prepare emergency response plans, perform periodic inspections and internal audits, maintain environmental records, engage stakeholders where appropriate, and implement corrective and preventive actions to achieve continual environmental improvement.

2. Environmental Management Practice

Each project shall identify environmental aspects and impacts, establish mitigation measures, maintain legal compliance, conduct toolbox talks and awareness sessions, monitor resource consumption, manage waste responsibly, prepare emergency response plans, perform periodic inspections and internal audits, maintain environmental records, engage stakeholders where appropriate, and implement corrective and preventive actions to achieve continual environmental improvement.

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4. Environmental Management Practice

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5. Environmental Management Practice

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6. Environmental Management Practice

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7. Environmental Management Practice

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8. Environmental Management Practice

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9. Environmental Management Practice

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12. Environmental Management Practice

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Authorized Signatory
Managing Director
HiQ Services