

Environmental, Social, Health and Safety Policy

MIDOR Refinery is committed to continuously improve its Environmental, Health, Safety, and Social performance throughout its construction revamping and operational phase practices by doing the following:

Implement the measures set out in the Environmental, Social, Health and Safety Management System, as appropriate to the nature and the scale of MIDOR activities, and continuously strive to improve it through regular Management Review

Comply with all applicable laws, standards and regulations relevant to MIDOR Refinery operations and activities including the following International Finance Performance Standards:

- PS1 “Assessment and Management of Environmental and Social Risks and Impacts”
- PS2 “Labor and Working Conditions”
- PS3 “Resource Efficiency and Pollution Prevention”
- PS4 “Community Health, Safety and Security”,
- PS6 “Biodiversity Conservation and Sustainable Management of Living Natural Resources”,
- PS8 “Cultural Heritage”;

Ensure that all employees, contractors and subcontractors understand and implement the MIDOR Environmental, Social, Health and Safety policy and are fully aware of management commitment to meet the policy objectives,

Ensure that interrelationships between Health and Safety, Environmental and Social issues are identified and properly managed.

Establish KPIs for performance evaluation and related measurable Health and Safety, Environmental and Social targets to be monitored and reviewed regularly

Provide training to employees to develop health and safety knowledge and skills, and awareness of environmental and social aspects;

Identify all hazards and continually update risk assessment processes and emergency response plans; Report all accidents, incidents and near misses and investigate fully to identify actions to be taken to prevent any similar events from occurring;

Apply appropriate audit measures to ensure that contractors and subcontractors align with this policy; Report on performance and progress of monitoring activities in place, and on future Environmental, Health and Safety and Social Management objectives and targets.

Moreover on Health and Safety issues, MIDOR will:

Commit to create safe working conditions and protect its employees, contractors, personnel, temporary workers, visitors and other affected personnel within the refinery from any potential harm.

Identify all hazards in work environment and provide adequate risk assessment to prevent injury and ill health for all employees and other personnel within the workplace;

Hossam Asaad
MIDOR Expansion Director



On Environmental issues, MIDOR will

Commit to continuously drive down environmental impacts by preventing pollution, reducing waste, emissions and discharges and using energy efficiently.

Preserve and protect all locations with endemic fauna and flora and of natural interest in the areas of operation

And on Social issues, MIDOR will:

Commit to avoid or minimize any risk for surrounding communities, protect it from any harmful impact may occur because of Refinery activities and practices.

Preserve and protect all locations of archaeological and historical interest in the areas of operation, Meet regularly with neighboring entities, governmental authority and NGOs and allow an open and direct communication.

Actively support local community through initiatives to be managed by the Internal Social Investment Committee, supporting community development initiatives.

Ensure a context of reciprocal respect between the company, workers and local communities in compliance with internationally recognized Human and Labor Rights.

Ensure compliance with Human Resource Procedures to establish fair labor practices, a positive work environment and implement an open, fair and transparent selection process for employment of workers; Select suppliers and other third parties that are compliant with Egyptian Environmental Affairs Agency's requirements and committed to avoid and address adverse , impacts on human and labor rights at any level, in compliance with United Nations Universal Declaration of Human Rights and the core conventions of the International Labor Organization (i.e. child or forced labor).

To reinforce MIOOR's overall commitment the policy is made available to all levels of the organization, shared among all the Management staff and their most relevant information are included in the induction training for all the workers. The policy is, also, published on the company's website and communicated to affected communities by a consultation meeting.

Project Director is committed to ensure conformance with the policy and will be responsible for its execution.

Hossam Asaad
MIDOR Expansion Director

