

OCCUPATIONAL HEALTH AND SAFETY

# Industrial Safety Policy

Safe and healthy working conditions in every workshop, store, vehicle, lift and field task under Accenti control.

Date 01 October 2026  
Reference AC-HSE-POL-001 · Revision 03  
To All employees, temporary personnel, contractors and subcontractors working under Accenti control

## Issue of the Industrial Safety Policy, AC-HSE-POL-001, Revision 03

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Dear colleagues,

I am pleased to issue Revision 03 of the Accenti Industrial Safety Policy, effective 01 October 2026. It sets the minimum safety requirements for every activity conducted under Company control: in our workshop and stores, on vehicles and equipment, during lifting and recovery, and at client sites.

Safety is not a priority that competes with others. It is the condition on which all of our work proceeds. Every person covered by this policy may stop unsafe work in good faith, without retaliation, and work resumes only once controls have been verified.

Managers and supervisors are responsible for communicating this policy to their teams, contractors and visitors, and for confirming that the supporting risk assessments, permits and site instructions are in place before work begins.

I ask everyone to read this policy, follow it and report hazards, incidents and near misses promptly. Compliance is mandatory. Thank you for protecting yourselves and each other.

Yours sincerely,



Ali Ahmed Dhadhaow  
Chief Executive Officer  
Accenti LLC



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#### DEFENSE INFRASTRUCTURE

MISSION SUPPORT

# Industrial Safety Policy

| DOCUMENT                                    | REVISION | EFFECTIVE      | STATUS            |
|---------------------------------------------|----------|----------------|-------------------|
| AC-HSE-POL-001                              | 03       | 01 Oct 2026    | Approved / Issued |
| APPROVAL AUTHORITY                          |          | POLICY OWNER   |                   |
| Accenti LLC Management                      |          | HSE Department |                   |
| APPROVED BY                                 |          | APPROVED ON    | NEXT REVIEW       |
| Ali Ahmed Dhadhaow, Chief Executive Officer |          | 01 Oct 2026    | 01 Oct 2027       |

Controlled document. Approval is evidenced by the signed and sealed cover letter. The current revision is held by the HSE Department; printed copies are uncontrolled.

Accenti LLC shall provide safe and healthy working conditions and prevent work-related injury and ill health. Safety is an essential requirement of every activity conducted under Company control.

## 1 Application

This policy applies to employees, temporary personnel, contractors and subcontractors working under Company control. Visitors and supplier personnel shall comply with applicable site safety rules. It covers workshop, stores, vehicle and equipment maintenance, lifting, vehicle movement, field repairs, recovery, fuel and chemical handling. Work at client sites shall also comply with applicable site rules and permits.

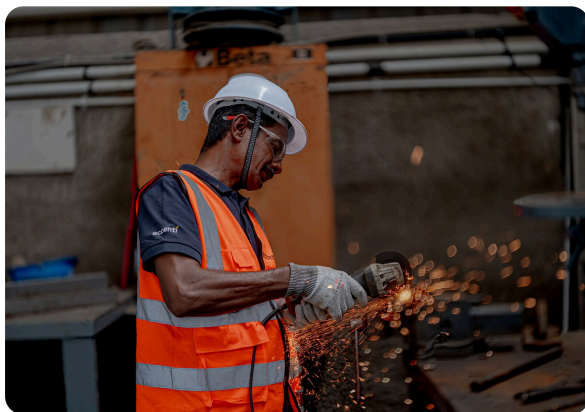


— Generator servicing with hearing, eye and hand protection in place.

## 2 Mandatory safety requirements

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- 2.1 Risk prevention. Hazards shall be identified and risks assessed before work. The hierarchy of controls shall be applied, with suitable resources, safe equipment, supervision and personal protective equipment (PPE) provided.
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- 2.2 Competence and authorisation. Only trained and authorised persons shall perform specialist or high-risk tasks. Required risk assessments, permits, isolation of hazardous energy and safe-work controls shall be in place before work begins.
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- 2.3 Workshop and equipment safety. Lifting equipment, tools and vehicles shall be inspected and used safely. Working beneath vehicles supported only by a jack, exposure to suspended loads, bypassing safeguards and use of defective equipment are prohibited.
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- 2.4 Occupational risk controls. Vehicle and pedestrian movements, hot work, electrical work, tyres, hazardous substances, fire, work at height, confined spaces, heat and other relevant exposures shall be controlled through safe systems of work.



— Hot work under control: face shield, gloves and a clear work zone.



— Work at height with full-body harness and secured lanyards.

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- 2.5 Safety participation. Personnel shall receive relevant instruction, use required protection, maintain housekeeping and report hazards. Any person may stop unsafe work in good faith without retaliation; work shall resume only after controls are verified.
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- 2.6 Emergency and incident response. Emergency arrangements and suitable first-aid and fire-response resources shall be maintained. Injuries, incidents, near misses and dangerous conditions shall be reported promptly, investigated and addressed.
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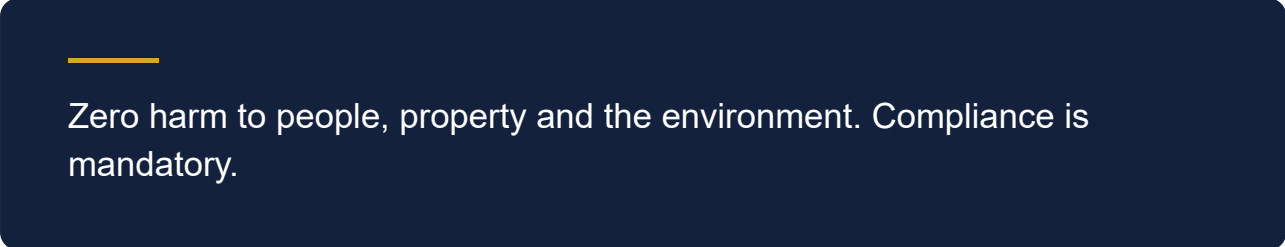
## 3 Responsibilities and enforcement

Management shall provide resources, assign HSE responsibilities and review performance. Supervisors shall implement controls and verify compliance. Every person covered by this policy shall follow applicable instructions and protect themselves and others. Non-compliance shall result in corrective action and, where warranted, action under Company procedures.

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## Implementation and review

Supporting procedures, risk assessments and site instructions shall give effect to this policy. Applicable legal and site safety requirements shall be observed. This policy shall be communicated, monitored and reviewed at least annually or following a significant incident or material change.



Zero harm to people, property and the environment. Compliance is mandatory.

# Questions about this policy?

Policy queries, HSE concerns and incident reports go to the HSE Department or to the contacts below. We will respond plainly and promptly.

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## Operations — Somalia

Accenti Compound, Marina Hub  
Marine Road, Airport Zone  
Mogadishu 0100, Banadir, Somalia

## Headquarters

United Arab Emirates

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## Contact

T +252 615 540 606  
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## Policy owner

HSE Department  
AC-HSE-POL-001 · Revision 03

■ On every site

## Stop work authority

Any person may stop unsafe work in good faith, without retaliation. Report hazards, incidents and near misses to your supervisor and the HSE Department.

[info@accenti.com](mailto:info@accenti.com) →





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Zero harm to people, property and the environment.

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Asset Management & Fleet · Workforce Solutions