

HSE Management System

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1. Introduction

Alpha Synergy Industrial Solutions LLC is committed to protecting the health, safety, and environment of all employees, contractors, and stakeholders. This HSE Management System (HSE-MS) defines objectives, programmes, responsibilities, and timelines to manage HSE performance across all company operations.

2. Scope

Applies to all Alpha Synergy activities including office-based procurement, supplier coordination, logistics management, and any site visits or inspections conducted on behalf of clients.

3. HSE Objectives

#	Objective	Target/KPI
1	Zero work-related injuries or fatalities	Zero incidents per year
2	Safe and healthy office environment	100% UAE OSH compliance
3	Reduce environmental impact	Waste & paper reduction plan active
4	Annual HSE training for all staff	100% staff completion
5	Risk assessment for all new activities	Completed before commencement

4. HSE Programme

- Annual HSE risk assessment review for all activities
- Monthly HSE toolbox talks for all staff
- Annual emergency evacuation drill
- Monthly first aid kit inspection
- Incident and near-miss reporting system — always active
- Supplier HSE prequalification for new vendors
- Annual HSE legal register review

5. Action Plan

Action	Responsible	Frequency	Status
HSE Risk Assessment	General Manager	Annual	Active
Staff HSE Training	HSE Officer (Temp)	Annual	Active

Action	Responsible	Frequency	Status
Emergency Evacuation Drill	HSE Officer (Temp)	Annual	Active
First Aid Kit Inspection	Finance & Admin	Monthly	Active
Incident Reporting	All Staff	As required	Active
Supplier HSE Prequalification	Procurement Officer	Per new vendor	Active
Legal Register Update	HSE Officer (Temp)	Annual	Active

6. Responsibilities

General Manager	Overall HSE accountability, approval of policy and resources
Director	Strategic HSE oversight and client HSE compliance
Finance & Administration	Document control and HSE records management
Sales Manager	Client HSE requirement capture and communication
Procurement Officer	Supplier HSE prequalification
Expediting & Logistics	Safe goods handling and logistics coordination
HSE Officer (Temp)	Training delivery, inspections, incident investigation
All Staff	Comply with HSE rules, report hazards and incidents

7. Time Frame & Review

This HSE-MS is effective from the date of approval. All objectives and action plans are reviewed annually or following any significant incident or operational change.

Approved by: Mohamed Abdul Kader | General Manager | 19 May 2026