



 Lotte Pakistan PTA Ltd

**CARE WITH
RESPONSIBILITY**

 Lotte Pakistan PTA Ltd

BOND

**HEALTH SAFETY
ENVIRONMENT & SECURITY
POLICY BOOKLET**

Lotte Pakistan PTA is a caring and responsible organization which is strongly committed to upholding the highest standard in health, safety, environment and security in our operations.

In pursuing these high standards, the company benchmarks its performance with the best in the world and therefore easily surpasses the minimum regulatory requirements in Pakistan. This single minded pursuit of excellence is adhered to in everything we do despite the added costs and the obstacles faced in the Pakistani environment. However as a company Lotte Pakistan PTA believes it is a fair investment which has an extremely attractive payback in terms of keeping all communities we operate in, especially our employees safe at all times. It is therefore one of the most important management tools we deploy in achieving excellence in all aspects of our business.



The board of directors and senior most executives of the organization join me in complimenting our company for its sustained excellences in Health Safety, Environment and Security. In setting out this policy guideline we reaffirm our commitment and expect each and every one of our employees and business partners to conform to these high standards.

M. Asif Saad

Chief Executive
Lotte Pakistan PTA Limited



HSE&S Standards

The HSE&S Standards are required to implement the HSE&S Policy. Conformance to these Standards is compulsory in all activities.

HSE&S Guidelines

The international management principles are set out by the HSE&S Guidelines. These Guidelines facilitate in interpreting and implementing the HSE&S Standards.

HSE&S Procedures

HSE&S Procedures are locally written systems based on the HSE&S Guidelines. These Procedures are mandatory and they define as to how work should be done to conform to the HSE&S Standards and local legislation.

Periodic HSE&S Audits and Annual Letter of Assurance

The level of conformance to the HSE&S Standards needs to be evaluated, and plans to improve this level should be developed. For this purpose, HSE&S Audits are carried out periodically and Letter of Assurance is developed annually. They provide essential feedback and serve as an ongoing risk management process to facilitate the development and advancement of the HSE&S Management System.

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The HSE&S Management System

The Health, Safety, Environment & Security Management System is aimed at implementing the Policy across the Company to improve the health, safety, environment & security conditions. The key elements of the HSE&S Management System are: HSE&S Standards, HSE&S Guidelines, HSE&S Procedures, Periodic HSE&S Audits and Annual Letter of Assurance. Lotte PPTA contributes towards Sustainable Development through Responsible Care.





Our Principle

HSE&S is our top priority in all our business activities.

Our beliefs:

- Accidents and disasters can be avoided by careful and safe handling of products and operations.
- Natural resources can be conserved by minimizing wastage and being efficient in usage.
- HSE&S goals cannot be achieved unless every single person at the Company strives to meet them.



The HSE&S Policy

HEALTH, SAFETY, ENVIRONMENT & SECURITY POLICY STATEMENT

Lotte Pakistan PTA Limited complies with the group standards and policies relating to Health, Safety, Environment and Security (HSE&S) in all aspects of its operation and with all applicable national laws and regulations. Making continuous improvement in HSE&S standard is a prime responsibility of line managers. Being a member of the worldwide Lotte group our commitment towards the safety, security, and health of our employees, contractors and visitors as well as the environment is regulated through effective communication, consultation, training and various policies as described below:

1 Product Stewardship Policy:

- Lotte PPTA considers product stewardship as an integral part of its process for identifying, managing and reducing the Health, Safety, Environment and Security risks through all stages of our product life cycle.

2 Smoking Policy:

- The Lotte PPTA plant is a Non-Smoking site.
- Smoking will only be allowed at designated open smoking areas.
- Smoking shall not be allowed at work places and in company owned multi-passenger transport vehicles.

3 Mobile Phones and Driving Policy:

- To protect its employees from injuries, the use of mobile phones while driving is strictly prohibited. Calls should be undertaken only from a vehicle parked safely at a secure location.

4 Substance Abuse Policy:

- Lotte PPTA will educate its employees about the harmful effects of substance abuse.
- Being unfit for work as a result of substance abuse, is strictly prohibited and shall lead to termination/dismissal from service.

5 Policy to Deal with Fraud:

- Any form of fraudulent behavior at Lotte PPTA will not be tolerated, and shall be dealt with within the framework of the statement on Business Ethics and the Security Policy.
- All employees shall act honestly and in the best interests of the company at all times, and ensure that the companies act, with integrity in its dealings with third parties, and complies with the law/company policies & business ethics.

6 Sustainability Policy:

- Lotte Pakistan PTA Limited is committed to conducting its business responsibly, with integrity, and with due respect to the interests of all those affected by our operations.
- We create a working environment that is based on mutual trust and respect for our employees, business associates as well as other third parties involved.



Lotte Pakistan PTA Ltd

M. Asif Saad
Chief Executive

Date of Issue: 1st July, 2010

Organization & Responsibilities

The Chief Executive of Lotte PPTA reinforces the Company's vision on Health, Safety, Environment and Security (HSE&S) through Corporate Policy.

The Chief Executive chairs the Lotte PPTA HSE&S Management Committee which constitute departmental/ functional heads and HSE&S Manager as its members. The Committee is responsible for supervising and coordinating the implementation of HSE&S Policy and resolving related issues across the board.

The CE has assigned responsibility for implementation of HSE&S policies to the departmental and functional heads in their area of responsibilities.

The HSE&S and Occupational Health Managers are responsible for effectively implementing the Policy through their technical advice, support and expertise.

The Line Managers have the responsibility to implement the Policy by creating awareness about conformance to standards, following of procedures, and individual accountability.

It is incumbent upon every single employee to comply with the HSE&S Policy.

HSE&S Management Committee

Chief Executive

General Manager Manufacturing

General Manager Finance & Company Secretary

General Manager Commercial

General Manager Projects

Corporate Human Resource Manager

Corporate Strategy Manager

Production Manager

Engineering Manager

Technical Manager

Business Development manager

HSE & Technical Training Manager

Occupational Health Physician

