



EHS Policy

of

Midland Power Co. Limited

Midland Power Co. Ltd. Is committed to maintaining a strict **Environment, Health and Safety (EHS)** policy is a part of the corporate focus. We believe it is absolutely essential for sustainable development. Our EHS Policy is developed to ensure that we meet the expectations of our customers, employees, and the community we live in. We pride ourselves in our duty and making sure that work is conducted in a safe and secure manner and that it is completed Incident and Injury free.

Our commitment to **the health and safety** of our employees and people working on our sites or under our management is a keystone of our sustainability of goals. In addition, achieving high levels of **pro-active health and safety standards** contributes to customer satisfaction, business results and employee motivation. Anywhere Youth Group operates, this policy seeks to:

- Prevent workplace injuries and illnesses
- Improve the working conditions and well-being at work

All managers are responsible for ensuring that Youth Group's health and safety policy is communicated, understood, implemented and maintained throughout the Group. We take our commitment to people so seriously that we've set up an **health and safety roadmap** which assesses a wide range of areas to improve our operations:

- Leadership site security
- Training
- Contractor management
- Management of highly hazardous activities

Environment

- With global presence and activities, YOUTH Group acknowledges its environmental responsibilities. We continually assess and improve the environmental impacts of all our activities and through physical actions we set good examples of how to demonstrate respect and care for the environment. We continually identify sources of noise, waste and emissions pollution within our process and premises and neutralize them.
- To ensure the maintenance of the Environment "Environment and Engineering Associates" quarterly monitors the factory Environment. They monitor ambient air and noise quality by collecting air sample from the site at 8 hour intervals using high air sampler. Noise quality is measured instantly on the site by noise level meter. The collected samples are then analyzed for above parameters at their own laboratory.

Health and Safety

- The health and safety of our employees is extremely important to us. Therefore, we continually improve our work environment by taking preventive measures and ensuring that the working conditions are in accordance with high occupational workplace standards.
- We provide our employees with the necessary training, information, and personal protective equipment to carry out their work in the safest manner possible. To ensure this we conduct regular safety audits by trained EHS professionals.

Compliance with IFC Guideline

Youth Group shall follow the attached EHS guidelines of IFC (International Finance Corporation) whichever applicable in our field of operation among the sister concerns.

To achieve our objectives and commitments we have established and continually maintained an Environmental Management System.

To ensure that our impact on the environment is controlled and minimized, and that our objectives and commitments are achieved we have established and continually maintain an Environmental Management System that comprises of:

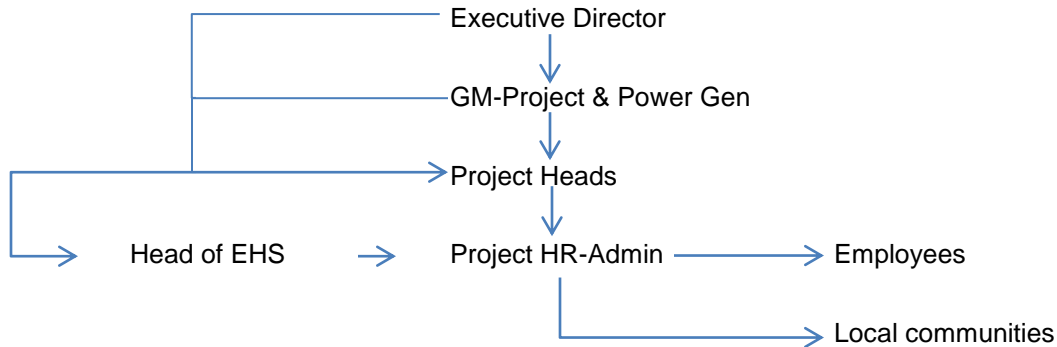
- Environmental Policy
- Management Organization & Responsibilities
- Environmental Legislation & Technical Reference Documents
- Environmental Guidelines
- Environmental Emergency Response
 1. Emergency Response Procedure
 2. Emergency Telephone Numbers
- Harmful Substances
 1. Guidelines
 2. Material Safety Data Sheets
- Environmental Inspection
 1. Audits
 2. Monitoring Reports
 3. Environmental Management Plan
- Training Record Sheet
- Plant Layout
- Awareness Program

Through the implementation of this policy we continue to develop and employ sustainable best practices that integrate our economic and ecological goals while acting as good neighbors and corporate citizens.

EHS management

Midland maintains and develops a pro-active environment, health and safety culture throughout the Group. Each Youth Group business is responsible for implementing programmes and training to achieve best EHS practices. Our EHS management involves:

- regular assessments of operations, management systems and procedures
- establishing measurement systems to ensure compliance with this policy and applicable laws and regulations
- informing employees, communities, customers and government agencies about EHS
- considering the impact of any EHS changes to existing practices.



Implementation of EHS Policy through the contractors

The appointed contractors for execution of any project work must have to comply with our EOHS Policy Statement and ensure all measures have been taken during execution of works as per policy and as per IFC guide line as applicable.

Attachments:

1. EOHS Policy Statement
2. Environmental Management & Monitoring Plan
3. Emergency Preparedness & Response Plan
4. IFC Guidelines

Authorized Signature