

Hyrenco is dedicated to delivering top-tier water treatment solutions, empowering organizations to enhance the sustainability of their operations. Our mission is to emerge as the preferred strategic partner, maximizing production uptime while ensuring zero harm for our valued clients.

In pursuit of our Health, Safety, and Environment (HSE) goals, Hyrenco is committed to achieving zero harm by:

- Preventing personal injuries
- Eliminating occupational illnesses
- Avoiding harmful or unintended spills to the environment
- Preventing damage to material assets or financial losses
- Safeguarding our reputation

Our primary quality objective revolves around client satisfaction, underscoring our commitment to contributing to environmental protection and prioritizing the health and safety of our personnel. We continually seek innovative and safe approaches to operations, championing responsible planning and job management. Hyrenco is dedicated to continuous improvement and actively participates in shaping industry standards for HSE and quality.

We recognize that our goals are attainable through strategic investments in our people, fostering high-performance employees who align with our values and identity. Hyrenco maintains a comprehensive understanding of the context in which we operate and the stakeholders relevant to our activities. Actions within this context have been identified and allocated to the appropriate process owners. Our Health, Safety, Environment, and Quality (HSEQ) Policy is readily available to all stakeholders, ensuring transparency and accountability.

In adherence to our commitment to excellence, Hyrenco is unwavering in compliance with applicable legislative requirements, upholding the highest standards in all facets of our operations.

## Health

Hyrenco prioritizes the health and well-being of our workforce, fostering an environment that promotes both physical and mental wellness. Our commitment extends to creating a workplace that encourages a healthy work-life balance and is responsive to the individual needs of our employees.

Embedded in our company culture is a deep-rooted passion for outdoor activities, reflecting our recognition of the positive impact of such pursuits on well-being. We understand that a healthy and balanced lifestyle contributes not only to the individual satisfaction of our employees but also to their overall productivity and fulfillment.

At Hyrenco, we proactively cultivate a supportive atmosphere where employees feel valued and where their well-being is considered integral to the success of our organization. By championing a culture that cares for the holistic health of our team, we aim to create an environment where individuals thrive both personally and professionally.

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## Introduction

Hyrenco is unwavering in its commitment to prioritize safety above all else. Our dedication extends to the continuous enhancement of our safety culture, with a steadfast focus on management's commitment to lead by example. We firmly believe in the preventability of work-related incidents through proactive approaches, individual accountability, and the collective sharing of knowledge to inspire safer work practices.

At Hyrenco, we recognize that fostering a culture of safety requires the active involvement of every employee. We emphasize the importance of accountability, encouraging each team member to take responsibility for the safety of themselves and their colleagues. Through open communication channels and a commitment to sharing insights, we aim to create an environment where knowledge is exchanged, and individuals inspire one another to adopt and champion safer working methods.

Engagement with our employees is a cornerstone of our safety strategy. By fostering open communication and actively involving our workforce, we seek to encourage participation in safety matters. This collaborative approach ensures that safety is not just a set of guidelines but an integral part of our work ethos, reflecting our collective commitment to maintaining a secure and protective workplace for all.

## Security

Hyrenco is committed to safeguarding its personnel, assets, and business from potential security risks, with a particular emphasis on addressing cybersecurity threats. Recognizing the critical nature of security, it is considered an integral aspect of line management responsibility, and the protection of employees stands as the paramount priority in all business activities.

We expect our employees, consultants, and contractors to actively acknowledge and uphold their personal responsibilities regarding security matters. This commitment extends to full compliance with the laws and regulations applicable in all countries where Hyrenco operates and conducts business, as explicitly outlined in the Hyrenco Code of Conduct.

By instilling a culture of security awareness and responsibility, we aim to create an environment where every individual associated with Hyrenco actively contributes to the protection of our personnel, assets, and overall business integrity. This commitment underscores our dedication to maintaining the highest standards of security across all facets of our operations.

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## Environment & Climate

Hyrenco, places significant emphasis on minimizing its environmental impact. As we operate alongside our clients worldwide, we have instituted policy initiatives that underscore our dedication to reducing carbon emissions, both from our own operations and those of our clients. Our commitment is rooted in the responsible stewardship of the environments in which we operate, and we actively pursue the most sustainable solutions available.

We recognize that maintaining a low carbon footprint not only aligns with our environmental values but also positions us advantageously in the evolving landscape of business opportunities. As the industry transitions towards a lower-emission economy, Hyrenco aims to be at the forefront, demonstrating our commitment to sustainability and securing a competitive edge.

Hyrenco acknowledges and aligns with the scientific consensus presented by the Intergovernmental Panel on Climate Change (IPCC) regarding the significant impact of human activities on climate change. In response, we actively engage in the global energy transformation, contributing by responsibly converting natural resources into energy for society.

Our strategic approach revolves around two primary areas. Firstly, we are dedicated to establishing a substantial industrial presence in renewable energy and low-carbon solutions. Secondly, we integrate climate risk and performance considerations into our decision-making processes. This dual focus reflects our commitment to not only adapt to the changing climate landscape but also to proactively contribute to a more sustainable future.

To articulate our comprehensive approach and plans, we have developed a Climate Roadmap. This document details how we intend to achieve our sustainability goals and outlines the strategic development of our business, aligning with the aspirations outlined in the Paris Climate Agreement. By adhering to this roadmap, Hyrenco aims to play a pivotal role in shaping a more sustainable and resilient future.

## Quality

Hyrenco is unwavering in its commitment to delivering solutions of the highest quality and reliability, consistently exceeding our clients' expectations. Our relentless focus on continuous improvement is geared towards enhancing our quality performance, mitigating the cost of poor quality, minimizing potential project risks, and actively pursuing a growing number of improvements. Through these initiatives, we fortify client satisfaction, positioning Hyrenco as a trusted partner in meeting and exceeding their needs.

We foster a culture at Hyrenco that perpetually strives to enhance our Health, Safety, Environment, and Quality (HSEQ) performance and management system. With ambitious goals and objectives, we aim to progressively achieve HSEQ performance that not only instils pride within our organization but also adds tangible value for all our stakeholders.

The CEO bears the overall responsibility for the effective implementation of the quality management system across the organization, emphasizing the crucial role each department and employee plays in upholding quality standards.

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The HSEQ Director holds a pivotal role as the designated resource person responsible for several key aspects:

- **Conformance to Standards:** Ensuring that the HSEQ system aligns with the requirements of relevant standards, demonstrating Hyrenco's commitment to industry best practices.
- **Performance Reporting:** Reporting on the performance of the HSEQ system and presenting opportunities for improvement to the top management of Hyrenco. This transparent approach underscores our dedication to continuous enhancement.
- **System Integrity:** Safeguarding the integrity of the HSEQ system during planned changes and implementations. This ensures that our commitment to quality and safety remains unwavering even as our processes evolve.



Sabri Rahaoui  
CEO, Hyrenco SARL

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