# albert™

# Embracing Health, Safety, and Environmental Excellence: A Message from the CEO

Dear Team,

I hope this message finds you all in good health and high spirits. Today, I want to emphasize the importance of our Health, Safety, and Environmental (HSE) objectives as we enter the fiscal year 2023-24. These objectives reflect our commitment to creating a safe, sustainable, and responsible work environment for all.

I urge each and every one of you to prioritize these objectives and actively contribute to their achievement. Your commitment to safety, sustainability, and responsible practices is essential in creating a positive impact, both within our organization and in the wider community we serve.

To support these efforts, we will provide regular updates, training sessions, and resources to keep you informed and equipped to meet our HSE objectives. Your engagement and dedication are vital as we work together to create a safer, healthier, and more sustainable future.

Thank you for your unwavering commitment and for being an integral part of Albert Invent's journey towards excellence and responsibility. Together, we will achieve great things and make a positive difference in our workplace and the world around us.

Wishing you all a successful and fulfilling year ahead.

Warm regards,


Nick Talken
CEO, Albert Invent

# HSE Objectives and Targets FY 2023-24

## Health & Safety Objectives and Targets

| Objective | Target | Target Completion Date |
|---|---|---|
| Achieve zero workplace accidents | Reduce the total recordable incident rate to 0 | Ongoing |
| Ensure office safety | Conduct quarterly safety inspections | Ongoing, every quarter |
| Reduce ergonomic risks | Complete ergonomic assessments for all workstations | March 31, 2024 |
| Improve first aid preparedness | Train at least 10% of employees in basic first aid skills | March 31, 2024 |
| Enhance fire safety procedures | Conduct annual fire drills | Ongoing, every year |
| Promote mental health awareness | Implement a mental health awareness campaign | December 31, 2023 |

## Environmental Objectives and Targets

| Objective | Target | Target Completion Date |
|---|---|---|
| Measure carbon emissions | Conduct a baseline assessment and track carbon emissions | December 31, 2023 |
| Reduce greenhouse gas emissions | Achieve 10% reduction from baseline | March 31, 2024 |
| Minimize energy consumption | Implement energy-efficient lighting & IT Hardware systems | March 31, 2024 |
| Promote paperless operations | Reduce paper usage by 20% | March 31, 2024 |
| Implement recycling program for e-waste | Establish e-waste recycling partnerships | Ongoing, every year |
| Incorporate Green IT in software development | Integrate energy-efficient practices in software application development | March 31, 2024 |