



Health, Safety & Environment (HSE) Policy

Purpose

The purpose of this Health, Safety, and Environment (HSE) Policy is to ensure the safety, health, and well-being of all employees, contractors, visitors, and the communities in which we operate. We are committed to conducting our business in a manner that protects the environment and promotes sustainable development.

Scope

This policy applies to all employees, contractors, and stakeholders involved in our operations, including offices, production sites, and any other locations where our business activities are carried out.

Policy Statement

We are committed to:

1. Compliance with Laws and Regulations:

- Adhere to all applicable health, safety, and environmental laws, regulations, and standards.
- Implement best practices that go beyond legal requirements where feasible.

2. Health and Safety:

- Provide a safe and healthy working environment for all employees and contractors.
- Implement and maintain risk management systems to identify, assess, and control health and safety risks.
- Ensure all employees and contractors are trained and competent to perform their duties safely.
- Promote a culture of safety and continuous improvement through regular training, communication, and engagement.

3. Environmental Protection:

- Minimize our environmental footprint by reducing waste, emissions, and the use of natural resources.
- Implement sustainable practices and continuously improve our environmental performance.
- Promote the conservation of energy and water in all aspects of our operations.



- Ensure proper management and disposal of hazardous materials.

4. Incident Management:

- Report, investigate, and analyse all incidents, near-misses, and unsafe conditions to prevent recurrence.
- Implement corrective and preventive actions to address identified issues and improve HSE performance.

5. Continuous Improvement:

- Set, monitor, and review HSE objectives and targets regularly to drive continuous improvement.
- Encourage employee participation in HSE programs and initiatives.
- Conduct regular audits and assessments to ensure compliance with HSE policies and procedures.

6. Community Engagement:

- Engage with local communities and stakeholders to understand and address their concerns related to health, safety, and the environment.
- Contribute to the well-being of the communities in which we operate through responsible business practices and community development initiatives.

Responsibilities

Management

- Provide leadership and resources to implement and maintain the HSE Policy.
- Ensure HSE responsibilities are clearly defined and communicated at all levels of the organization.
- Monitor and review HSE performance and progress towards achieving objectives and targets.

Employees and Contractors

- Comply with all HSE policies, procedures, and regulations.
- Participate in HSE training and initiatives.
- Report any unsafe conditions, incidents, or near-misses promptly.
- Take personal responsibility for health, safety, and environmental stewardship in their daily activities.



HSE Department

- Develop, implement, and maintain HSE management systems and programs.
- Provide support and guidance to management and employees on HSE matters.
- Monitor compliance with HSE policies and regulations and recommend improvements.

Review

This HSE Policy will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness.

Approval

This policy is approved by the CEO.

Signature 

Date: 01/01/24

Effective Date: 01/01/24

Next Review Date: 31/12/24

By adhering to this HSE Policy, we commit to fostering a safe, healthy, and sustainable environment for our employees, contractors, and the communities in which we operate.