

# Health & Safety Policy

*Manuchar commits to operate sustainably, without harm to people, the environment, and the communities in which we operate. We strive for a workplace that is free from harm for all employees, contractors, and visitors. We are committed to adopting the measures needed to prevent accidents or health hazards that may arise in the workplace. Our objective is to conduct our business in the safest possible manner consistent with local regulations.*

## Scope

This Health & Safety Policy applies to every colleague of the Manuchar Group, its affiliated companies, and all employees, sub-contracted workers, contractors, and visitors working within, or visiting, any office or warehouses operated by Manuchar or performing tasks during employment with Manuchar. We encourage our business partners to respect the values and principles highlighted in our policy.

## Key Vision:

- Ensure compliance with the relevant health and safety laws as applicable to our area of operation. In the event of any discrepancies between this policy and national laws or other applicable standards, the more stringent requirements will apply.
- To ensure that our services and activities are executed in a safe manner, we communicate potential risks and specify management practices to our own employees, clients, suppliers and, when necessary, other third parties.
- All employees, contractors and visitors are provided with the appropriate personal protective equipment to undertake their duties in a safe manner. The usage of the personal protective equipment according to the identified hazards on site is mandatory.
- Employees are provided with the necessary health and safety information, instruction, and training according to their specific position or work tasks and the training provided is to be renewed and validated according to local legislation.
- Employees are empowered to challenge any unsafe practices they observe and communicate safety hazards to management. Each contractor or visitor is also expected to contribute to safety at the workplace by being alert and by flagging any safety hazard.
- Emergency response and preparedness procedures are established, tested, and communicated. These procedures describe the appropriate measures or contingencies, to prevent incidents or to be undertaken during an emergency, that protects the health and safety of all people.



## Key Vision:

- All employees will perform their roles properly in accordance with the established policy, procedures, and safe work practices. Any employee who deliberately acts against Manuchar policies, refuses to take direction, or deliberately conceals incidents will face disciplinary action.
- Commit to promoting a zero-accident culture by monitoring, analyzing, and transparently communicating our performance.
- Record, assess and communicate health and safety risks or incidents, or lost time, to promote and provide continual improvement practices.
- To actively manage exposure to occupational health hazards. These include medical surveillance, chronic medicine management, occupational hygiene assessments, wellness programs and employee assistance programs.
- Maintain an open and constructive dialogue with its employees, clients, neighbors, community, and authorities on both a local and national level.

*\*Manuchar Policies are communicated to all employees and are reviewed on a regular basis to ensure relevance, compliance, and to drive improvement.*