

# Environment Health & Safety Policy



DATE  
31 October 2024

## ENVIRONMENT HEALTH & SAFETY POLICY

“**Ditrolic Group**”<sup>1</sup> is committed to providing and maintaining a safe and healthy working environment for our employees, visitors, and stakeholders accessing our premises as a workplace by implementing the following: -

- Establishing Corporate EHS Committee, which is responsible for implementing, monitoring, reviewing and planning health and safety policies, systems and practices.
- Identifying all existing and new hazards and take all practicable steps to eliminate, isolate or minimize the exposure to significant hazards
- Ensuring all employees are aware of the hazards in their work area and are adequately trained to enable them to perform their duties in a safe manner
- Encouraging employee consultation and participation in all matters relating to health and safety
- Providing clear instructions and information, and adequate training, to ensure employees are competent to do their work. Training including working at height, asbestos awareness and electrical safety and personal protective equipment.
- Maintaining safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/ use of substances.
- Implementing emergency procedures – evacuation in case of emergencies or another significant incident.
- Constantly tracking and ensuring all relevant applicable legislative laws and regulations are met in every country of operation including requirements under IFC Performance Standards.
- Investigating all reported incidents and injuries to ensure all contributing factors are identified and, where appropriate, plans are developed to take corrective action
- Actively encouraging the accurate and timely reporting and recording of all incidents and injuries
- Promoting a system of continuous improvement – this includes reviewing policies and procedures each year.

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<sup>1</sup> **Ditrolic Group** refers to all its affiliates which consist of any entity directly or indirectly controlled by or under the common control of Ditrolic, where control means

(a) direct or indirect ownership, in an entity of fifty percent (50%) or more of the voting rights conferred by all the issued shares or equity interests in the capital of that entity; or

(b) the power to determine directly or indirectly the composition of the majority of the board of directors, similar management body or direct the management of such entity.