

# Health and Safety Policy

## 1. Policy Objective

The objective of this Health and Safety Policy is to establish and maintain the highest standards of health and safety in all operations. Miten is committed to providing a safe, healthy, and compliant work environment for all employees, contractors, and stakeholders while preventing accidents, injuries, and illnesses across all project sites.

## 2. Scope

This policy applies to all employees, contractors, suppliers, and partners working on Miten's projects, including construction sites, energy facilities, agribusiness operations, food processing plants, warehousing, and cold storage facilities. It covers all phases of project development, from planning and design to construction, operation, and maintenance.

## 3. Core Principles

### A. Prevention of Injuries and Accidents

#### 1. Risk Assessment and Hazard Identification

- Conduct detailed risk assessments and hazard identification processes before beginning any project or activity.
- Implement risk mitigation measures to address potential hazards, including engineering controls, safety protocols, and protective equipment.

#### 2. Zero Harm Philosophy

- Embrace a "zero harm" philosophy that prioritizes the health and safety of all personnel and stakeholders.
- Commit to minimizing the risk of harm by adopting best practices, safety technologies, and continuous improvement of health and safety measures.

### B. Compliance with Health and Safety Standards

#### 1. Adherence to Legal and Regulatory Standards

- Ensure compliance with all local, national, and international health and safety laws, regulations, and industry standards, such as OSHA, ISO 45001, and other relevant certifications.

#### 2. Company Standards and Guidelines

- Develop company-wide safety standards and guidelines specific to each sector, including energy, food processing, and warehousing, to address unique health and safety challenges within each environment.

## **C. Safe Working Environment and Infrastructure**

### **1. Safe Site Setup and Maintenance**

- Ensure all project sites are designed and maintained to be safe, including secure scaffolding, protective barriers, clear signage, and designated emergency exits.
- Regularly inspect equipment, tools, and materials to confirm they are in safe working condition.

### **2. Safe and Healthy Facilities**

- Implement ventilation, sanitation, and ergonomic practices in facilities, particularly in high-risk environments like cold storage, food processing plants, and energy installations.

## **D. Emergency Preparedness and Response**

### **1. Emergency Planning**

- Develop site-specific emergency response plans that cover scenarios such as fires, natural disasters, chemical spills, and equipment malfunctions.

### **2. Emergency Drills and Training**

- Conduct regular emergency drills, including fire, evacuation, and first-aid training, to ensure all personnel are familiar with emergency protocols.

### **3. First Aid and Medical Assistance**

- Equip all sites with first-aid kits and trained personnel to provide immediate assistance in case of an injury or medical emergency.

## **E. Health Promotion and Disease Prevention**

### **1. Employee Health Screenings and Monitoring**

- Offer regular health screenings, especially in areas with high-risk exposure, to monitor and protect employees' health.

### **2. Disease Prevention Programs**

- Implement hygiene and disease prevention programs on all sites, particularly where shared equipment and facilities are used.

## **4. Implementation Strategies**

### **A. Health and Safety Management System (HSMS)**

1. **Develop and Maintain an HSMS**
  - Establish a Health and Safety Management System aligned with ISO 45001 to systematically manage health and safety risks.
2. **Performance Monitoring and Reporting**
  - Use safety performance indicators (e.g., incident rates, near misses, and hazard observations) to monitor effectiveness and identify areas for improvement.

## **B. Training and Awareness**

1. **Comprehensive Health and Safety Training**
  - Provide mandatory health and safety training for all employees, contractors, and subcontractors, tailored to each project's specific hazards.
2. **Continuous Education and Refresher Courses**
  - Offer refresher courses and continuous education to keep employees updated on the latest safety protocols, technologies, and best practices.
3. **Safety Inductions for New Employees**
  - Ensure every new hire and contractor completes a thorough safety induction covering the company's health and safety standards before starting work.

## **C. Personal Protective Equipment (PPE)**

1. **Provision of PPE**
  - Supply appropriate PPE (e.g., helmets, gloves, eye protection, respirators) for all employees and contractors based on project-specific requirements.
2. **PPE Training and Enforcement**
  - Train employees on the correct use, maintenance, and disposal of PPE, and enforce its use at all times on project sites.

## **D. Safe Use of Machinery and Equipment**

1. **Machinery and Equipment Protocols**
  - Enforce strict protocols for operating machinery and heavy equipment, including routine checks, maintenance, and pre-use inspections.
2. **Lockout/Tagout (LOTO) Procedures**
  - Implement LOTO procedures for equipment under repair to prevent accidental startups, particularly in energy and processing facilities.

## **5. Reporting, Monitoring, and Review**

## **A. Incident Reporting and Investigation**

- 1. Mandatory Incident Reporting**
  - Require the immediate reporting of all incidents, near-misses, and safety hazards on all project sites.
- 2. Root Cause Analysis**
  - Conduct thorough investigations of reported incidents to identify root causes and prevent recurrence, with findings shared across project teams to reinforce safety learning.

## **B. Audits and Inspections**

- 1. Regular Safety Audits**
  - Perform scheduled and surprise audits on project sites to ensure compliance with safety standards and identify potential hazards.
- 2. Inspections and Continuous Monitoring**
  - Monitor ongoing safety conditions, including regular inspections of equipment, worksite conditions, and adherence to safety protocols.

## **C. Continuous Improvement**

- 1. Safety Reviews and Policy Updates**
  - Review and update the Health and Safety Policy regularly to address evolving industry standards, regulatory changes, and technological advancements.
- 2. Feedback Mechanism**
  - Establish a feedback mechanism for employees to suggest safety improvements, encouraging a proactive culture of safety.

## **6. Accountability and Responsibilities**

### **A. Management Responsibilities**

- 1. Commitment from Leadership**
  - Senior management shall demonstrate visible commitment to health and safety by prioritizing and supporting all initiatives related to this policy.
- 2. Allocation of Resources**
  - Ensure adequate resources are allocated for health and safety training, equipment, monitoring, and improvements.

### **B. Employee and Contractor Responsibilities**

### 1. **Individual Accountability**

- All employees and contractors are responsible for following health and safety protocols and reporting any hazards or unsafe practices they observe.

### 2. **Safety Culture Promotion**

- Encourage employees to promote a culture of health and safety by looking out for each other's well-being and taking an active role in safety initiatives.

## 7. **Communication and Transparency**

### 1. **Internal Safety Communications**

- Distribute regular updates on health and safety matters to all employees, including new policies, procedures, and best practices.

### 2. **Public Reporting**

- Publish health and safety performance data as part of annual sustainability reports to maintain transparency with stakeholders.

## 8. **Policy Review**

This Health and Safety Policy will be reviewed annually to ensure its continued effectiveness and alignment with industry best practices, regulatory requirements, and the evolving operational needs of Miten.

## **Contact Information**

For inquiries about our Health and Safety Policy or to report a concern, please contact:

- **Health and Safety Department**
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**Miten Energy**

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