

WICCARE AFRICA LIMITED

Occupational Safety and Health Policy Statement

At **WICCARE Africa Limited**, we are fully committed to ensuring the safety, health, and welfare of all our employees, contractors, clients, visitors, and the general public, in line with **Section 7 of the Occupational Safety and Health Act, 2007**.

Our goal is to provide a safe and healthy working environment that prevents accidents, injuries, and work-related illnesses. We believe that **no task is so important that it cannot be done safely**.

In pursuit of this commitment, WICCARE shall:

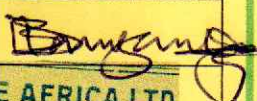
1. Ensure compliance with the legal and regulatory requirements, standards, and industry's best practices. We shall maintain up-to-date permits, certificates, licenses related to workplace safety.
2. Conduct regular and comprehensive risk assessments to identify hazards in waste handling and processing, equipment operations, and material handling.
3. Safe handling and storage of our raw materials and final products
4. Provide mandatory safety training to all employees on safety response, machine operations, and emergency response.
5. Ensure that only qualified personnel operate specialized equipment or handle hazardous materials at our plant
6. Establish a clear procedure for reporting near-misses, injuries, and unsafe conditions without fear of reprisal
7. Promote a safety-first culture through regular toolbox talks, safety bulletins, and visible signages.
8. Regularly review and update our health and safety policies based on incident trends and audit recommendations.
9. Open door policy in addressing occupational safety and health issues that could increase staff stress level, fatigue etc. that would impair employee judgment when running critical operations within our plant.

It is the responsibility of all employees and contractors working at WICCARE's plants to ensure health and safety by:

1. Taking care to protect the health and safety of themselves and all persons in their workplace, using PPEs where required
2. Exercising their right to work in a healthy and safety environment, complying with the standards and procedures set by the company in its health and safety programs.

This policy applies to all staff, contractors, visitors and operations of WICCARE and will be regularly reviewed and updated as may be necessary.

A copy of this policy is available at the front office and on the company's workspace/website. It is your right and responsibility to read and understand this policy.

Issue No. 001		Date	Signature
Effective Date: 14 th July 2025	Prepared By: EHS Committee	24 th JULY '25	
Issued By: EHS Committee	Approved By: Mr. Fidoh Ken's Ochieng Chief Executive Officer		

★ 22 JUL 2025 ★
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