

Westincor Limited Health and Safety Policy

1. Purpose Westincor Limited is committed to ensuring the health, safety, and well-being of all employees, contractors, visitors, and the communities in which we operate. This policy outlines our commitment to maintaining a safe working environment and preventing work-related injuries, illnesses, and accidents.

2. Scope This Health and Safety Policy applies to all Westincor Limited employees, contractors, subcontractors, and visitors across all sites and offices. It encompasses all activities, including design, procurement, construction, operations, and maintenance.

3. Health and Safety Commitment Westincor Limited is dedicated to:

- Complying with all applicable health and safety laws, regulations, and standards.
- Providing a safe and healthy work environment for all employees, contractors, and visitors.
- Continuously improving our health and safety management systems and performance.
- Ensuring that health and safety considerations are integrated into all stages of project execution, from planning to completion.

4. Responsibilities

Management Responsibilities:

- Ensure that health and safety policies, procedures, and practices are established, implemented, and maintained.
- Provide necessary resources, training, and support to ensure a safe working environment.
- Conduct regular health and safety audits, inspections, and risk assessments.
- Ensure compliance with all relevant health and safety regulations and standards.
- Foster a culture of safety where all employees feel responsible for health and safety and are encouraged to report hazards, near misses, or unsafe conditions.

Employee Responsibilities:

- Follow all health and safety policies, procedures, and instructions.
- Report any hazards, unsafe conditions, or incidents to a supervisor or the Health and Safety department immediately.
- Use personal protective equipment (PPE) as required and maintain it in good condition.
- Participate in health and safety training and awareness programs.
- Take reasonable care for their own health and safety and that of others who may be affected by their actions.

Contractor Responsibilities:

- Adhere to Westincor Limited's health and safety policies and procedures.
- Ensure that all personnel under their control are adequately trained and equipped to perform their duties safely.
- Report all incidents, injuries, and near misses to Westincor Limited management.
- Conduct their operations in a manner that ensures the safety of their employees and others on site.

5. Risk Management Westincor Limited will conduct thorough risk assessments for all projects and activities. Identified risks will be managed through the implementation of appropriate controls to eliminate or minimize hazards. This includes:

- Identifying potential hazards and assessing risks associated with all operations.
- Implementing control measures to eliminate or reduce risks to an acceptable level.
- Reviewing and updating risk assessments regularly, especially when changes occur in the work environment, processes, or regulations.

6. Incident Reporting and Investigation All incidents, including near misses, must be reported immediately to a supervisor or the Health and Safety department. Westincor Limited will investigate all incidents to determine root causes and implement corrective actions to prevent recurrence.

7. Emergency Preparedness and Response Westincor Limited will maintain emergency preparedness and response plans to deal with potential emergencies, such as fires, chemical spills, or natural disasters. Employees and contractors must be familiar with these plans and participate in regular emergency drills.

8. Training and Competence Westincor Limited will provide ongoing health and safety training to all employees and contractors to ensure they have the necessary knowledge and skills to perform their work safely. This includes:

- Induction training for new employees and contractors.
- Job-specific safety training.
- Regular refresher training.
- Specialized training for roles with specific health and safety responsibilities.

9. Health and Well-being Westincor Limited is committed to promoting the health and well-being of its employees. We will provide resources and programs to support physical and mental health, including access to health services, wellness programs, and support for work-life balance.

10. Continuous Improvement Westincor Limited is committed to continuously improving its health and safety performance. This will be achieved through:

- Setting and reviewing health and safety objectives and targets.
- Monitoring and measuring health and safety performance.
- Conducting regular audits and inspections.
- Encouraging employee participation in safety programs and initiatives.

11. Policy Review This Health and Safety Policy will be reviewed annually or as required to ensure it remains relevant and effective. Any changes will be communicated to all employees, contractors, and stakeholders.

12. Acknowledgment I have read, understood, and agree to comply with Westincor Limited's Health and Safety Policy.

Name:

Signature:

Date: