

## HEALTH SAFETY AND ENVIRONMENT POLICY

It is the policy of **NIXAMS INTERNATIONAL LIMITED** to conduct its operations in such a way that the health and safety of its employees and others will be safeguarded, and that proper regard is paid to the protection of the environment.

All managers and line supervisors must understand their specific responsibilities for health, safety and environmental issues within the organization by ensuring that there are adequate health and safety facilities available and that the relevant safety requirements and codes of practice are known and adhered to all times by their employees. In their absence, they will ensure that these responsibilities are correctly delegated.

It is equally the duty of all employees to exercise personal responsibility and do everything possible to protect work environments and prevent injuries to themselves or fellow employees and all visiting third parties by observing this company's safety rules and regulations. It is also an employee's duty to wear appropriate safety devices when required.

The DIRECTOR will give full backing to this policy and will encourage and support all those who endeavor to carry it out.



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**DIRECTOR**  
**NIXAMS INTERNATIONAL LIMITED**  
**JANUARY 2025**