

26 September 2020

## HEALTH AND SAFETY POLICY

### Purpose

ALPHA NERO FZ LLC is committed to providing a safe and healthy environment through active participation of executive management, managers, staffs, and visitors to improve HSE (Health, Safety and Environment) performance. This policy establishes an HSE management system framework to:

- Comply with HSE related laws and regulations
- Ensure all hazards are adequately managed and mitigation measures are in place to control the identified hazards

### Scope

The document includes all activities that are within the HSE scope, including, but not limited to:

- Health, safety and hygiene
- HSE risk management
- Third-party/Contractor management (for compliance with HSE regulations)
- Bio safety and waste management (Health Clinic, Labs)
- Warehousing, transport and traffic safety
- Incident reporting (definitions, when, how and who to report)
- Disaster/emergency preparedness (incidents having impact on people, property and reputation)
- Business continuity management

### HSE performance monitoring and reporting

- Incident reporting and investigation
- Adequate documentation of safety inspections both by external agencies and internal teams
- Safety and quality audits, management review and corrective action
- Employee surveys

### Procedure

Adequate lighting and ventilation are provided enable the workers to work comfortably. Personally, protective equipment like gloves, masks, ear plugs, helmets, goggles, etc. are provided to workers whenever hazards prevail. The important of personal protective equipment is to explained to all workers and they will be educated to wear the PPE provided

Adequate fire extinguisher has been proved in the factory. Workers have been trained to handle firefighting equipment.

### **Management Responsibility**

To Ensure adherence to health and safety working environment, health and safety committee comprising (commercial support, business development manager, operations manager and general manager) should meet 15<sup>th</sup> of every month to discuss matters and keep records of any changes needed in workplace.

The report should be shared with production manager and management to ensure the change is implemented within agreed time frame. The time frame agreed should be recorded and signed by manager and committee. Regular follow-up by committee should happen to ensure changes are implemented.

### **Employee Responsibility**

As n Executive or worker strongly feel there are certain risk areas pertaining to health or safety, should report the same to commercial support, who will then record and call for a health and safety committee meeting in same working day (if possible) next working day and solve issue within 3 working days.

Our statement of general policy is:

- To provide adequate control of the health and safety risks arising from our work
- activities;
- To consult with our employees on matters affecting their health and safety;
- To provide and maintain safe plant and equipment;
- To ensure safe handling and use of substances;
- To provide information instruction and supervision for employees;
- To ensure all employees are competent to do their tasks, and to give them adequate
- training;
- To prevent accidents and cases of work-related ill health
- To maintain safe and healthy working conditions; and
- To review and revise this policy as necessary at regular intervals.

Simon Hacker

Managing Partner