



MANILOM GLOBAL SOLUTIONS CO. LTD

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Occupational Safety and Health Policy Statement

Introduction: At MANILOM GLOBAL SOLUTIONS Co. LTD, we prioritize the health and safety of our employees, contractors, and visitors. We are committed to providing a safe and healthy work environment and fostering a culture where safety is ingrained in every aspect of our operations. This Occupational Safety and Health Policy outlines our dedication to ensuring the well-being of our workforce.

Policy Statement:

- 1. Compliance:** MANILOM GLOBAL SOLUTIONS Co. LTD is committed to complying with all applicable occupational safety and health laws, regulations, and industry standards. We will regularly review our practices to ensure continuous compliance and adapt to any changes in legislation.
- 2. Risk Assessment and Hazard Control:** We will identify, assess, and control workplace hazards to minimize the risk of accidents, injuries, and occupational illnesses. This includes regular risk assessments, implementing preventive measures, and providing the necessary personal protective equipment (PPE).
- 3. Employee Training and Awareness:** Our employees are our most valuable asset. We will provide comprehensive training programs to ensure that all employees are equipped with the knowledge and skills to perform their jobs safely. Ongoing communication and awareness initiatives will reinforce a safety-conscious culture.
- 4. Incident Reporting and Investigation:** MANILOM GLOBAL SOLUTIONS Co. LTD encourages the prompt reporting of all incidents, near misses, and hazards. We will investigate incidents thoroughly to identify root causes and implement corrective actions to prevent recurrence.
- 5. Emergency Preparedness and Response:** We will establish and maintain effective emergency response procedures to ensure the safety of our employees and visitors in the event of accidents, natural disasters, or other emergencies. Regular drills and training exercises will be conducted to test our preparedness.
- 6. Health and Wellness Programs:** We are committed to promoting the overall well-being of our employees. MANILOM GLOBAL SOLUTIONS Co. LTD will provide health and wellness programs that support physical and mental health, creating a workplace that fosters a healthy work-life balance.
- 7. Continuous Improvement:** We will continually assess and improve our occupational safety and health management system. Regular reviews, audits, and employee feedback will contribute to the ongoing enhancement of our safety performance.

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8. **Supplier and Contractor Safety:** MANILOM GLOBAL SOLUTIONS Co. LTD expects our suppliers and contractors to adhere to the same high standards of occupational safety and health. We will collaborate with them to ensure the safety of their employees and the protection of our shared work environments.
9. **Communication and Consultation:** Open communication and consultation with employees and relevant stakeholders are essential components of our safety and health management approach. We will actively seek input from our workforce to identify areas for improvement and address concerns.

This Occupational Safety and Health Policy reflects MANILOM GLOBAL SOLUTIONS Co. LTD's unwavering commitment to creating a safe and healthy work environment. We encourage all employees to actively participate in maintaining and promoting occupational safety and health.



Ilukor Geresom,
MANAGING DIRECTOR/CEO MANILOM GLOBAL SOLUTIONS CO. LTD

9th January 2024

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URSB: Company Registration number: 80034902628327
URA TIN number: 1040923421