



IDC Ltd Health and Safety Policy

Health and Safety is fundamental to all IDC Ltd operations globally. IDC Ltd empowers all its employees to take ownership of the safety process. Every member of the organization is advised to proactively look out for safety challenges, take responsibility to share these challenges with appropriate personnel and seek remediation through planned processes. IDC Ltd aims for a 'zero incidence workplace' that ensures adequate safety for everyone working with the company. The safety culture of IDC Ltd stipulates that everyone has the responsibility for their own safety and that of others.

IDC complies strictly with IFC PS4 - Community Health Safety and Security – as well as other international best practices or local and national laws.

Based on the need of individual projects, IDC Ltd would design a bespoke Health and Safety Plan that reflects the specific needs of field and back office operations. This plan would include site specific safety needs, a fire protection and safety plan, an emergency evacuation plan, and outline emergency numbers and key contact persons in times of distress.

Generally, IDC Ltd will:

- Facilitate, train and build the capacity of every personnel in its operations to comply with every provision of the Health and Safety Plan.
- Share the health and safety plan for the project with all personnel, associates, sub-contractors and service providers and anyone they are interacting with.
- Provide every personnel in its service with adequate safety gear and routine training to carry out their services in a safe manner.
- Routinely consult with employees to ascertain safety issues emerging from their line of operations.
- Consider health and safety implications of all business decisions and ensure compliance with international safeguards on health safety and security.



- Ensure all employees are competent to do their tasks, and to give them adequate training to support them in service delivery.
- Prohibit the use of drugs and alcohols during work hours.
- Ensure all drivers adhere strictly to all journey management plans.
- Draw up routine risk assessment reports from every unit and keep records of all near misses, events and safeguard measures taken to avert accidents.
- Conduct safety training for all employees at the beginning of their service to the organisation and conduct re-training every 90 days.
- Provide every employee with safety packs at the beginning of their service, which would contain safety procedures in delivery of their service, emergency numbers and contact persons around their work stations.
- Conduct routine health and safety checks and ensure service failures are corrected using the service level agreements as detailed in the bespoke HSE policy for the project.
- Ensure that this policy document is continually updated to maintain standards and responsive to needs.
- Ensure all health & safety issues are thoroughly documented, reviewed promptly and appropriate preventative action taken.
- Appoint a competent Health and Safety Officer to oversee all health and safety issues.

Signed

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For IDC Limited.