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1. Policy Statement

Okomu Oil Palm Company is committed to providing a safe and healthy working environment for our workers and stakeholders. We believe that all incidents and occupational illnesses are preventable, and we will work relentlessly to improve our safety performance towards zero incidents.

This requires us to work towards ensuring that we take all practicable steps to protect people involved in OOPC operations from harm. Our goal is to send everyone home safely every day.

2. Scope

This policy applies to all employees and contractors (including temporary contractors and third-party staff) of OOPC.

3. Guidelines

This policy can be done by:

- The ongoing implementation of our Integrated Management System Policy.
- Development and implementation of Minimum Standards for Safety, Environment and Process Safety.
- Ongoing development of the global IMS reporting platform and the continued development of an open reporting culture, which includes but not limited to protection of workers from reprisals when reporting incidents, hazards, risks and opportunities.
- Seeking continuous improvement to health and safety performance through setting annual objectives, targets, KPIs and focus areas, measurement of progress against our goals and communication to our stakeholders.
- Running an internal audit program and expanding existing audit programs.
- Commitment to provide safe and healthy workplace/working conditions for the prevention of work-related injury, disease and ill health and which is appropriate to the purpose, size and context of OOPC, and to the specific nature of its OH&S risks and OH&S opportunities, while engaging our people to build and maintain a safe workplace.
- Creating mechanism for workers to report and raise health and safety issues, including work related accidents, illness, disease, injuries and emergencies.
- Development and delivery of training and education material to improve workers skills and awareness of health and safety requirements and practices.
- Adhering to workers' complaints, and giving workers the ability to remove themselves from work situations that they consider present an imminent and serious danger to their life or health (with verifiable evidence, such as a certified medical practitioner's report), as well as the arrangement for protecting them from undue consequences for doing so.
- If a worker has an injury outside work and is intending to resume work, he/she shall inform their supervisor, who will decide whether the workers can work in his work environment or will be given another task away from his regular work environment. If the worker fails to report or supervisor fails to give the worker another task having reported, and perhaps, there is exposure of the injured to hazard, leading to re-opening or worsening the injury, it shall be reported and recorded as occupational accident and injury
- Complying with all local and national legislations, and other requirements such as collective bargaining agreements with workers' union.
- Investigate all incidents to the root cause and make Corrective and Preventive Action Plans to avoid reoccurrence.
- Commitment to eliminate hazards and reduce OH&S risks through conducting periodical health and safety inspections risk assessments and job hazard analysis to discover what is likely to harm employees.
- Use of PPEs and regular monitoring of PPE compliance. If the worker is injured and can not use specific PPE(s), the worker shall be given a task where that specific PPE(s) will not be needed. If no such task is available, then the worker will not be allowed to work.
- Providing access to water that is safe to drink at all departments.
- Commitment to consultation and participation of workers.
- Commitment to recognize potential emergencies situations such as sudden catastrophes like, fire, chemical spill, security threat, electric shock, medical situations and flood; developing a plan, GP 12 to address with them. These emergencies are caused by Human error and Natural forces.
- Establishing roles and responsibilities of OOPC, HSE Committee members and workers with regards to health and safety.

This policy is to be read in conjunction with the:

- Hazard and Aspect Identification and Assessment of Risk and Opportunity- GP 08
- Hazard and Incident Reporting, Investigation and Recording- GP18
- Permit to Work- GP20
- Boiler Room Operation- GP29

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- Boiler Operation- Rubber Factory- GP 51
- Emergency Preparedness and Response- GP12
- IMS policy

1.0 Responsibility

- The HSE Manager shall ensure implementation and monitoring of this policy.

2.0 Record of Approval

Task	Name/signature	Job title	Date
Approved by	Dr. Graham Hefer	Managing Director	