

Health and Safety

The culture of Zero Harm

At Mitindos we believe in zero harm. This is why we are committed to maintaining the well being of our employees, our communities, and our stakeholders. Our Zero Harm culture strives to achieve the physical, psychological, and social well-being of our employees, stakeholders, and communities through appropriate risk management strategies.

This culture enables us to identify, manage and eliminate hazards, and reduce risk in our workplaces proactively and aggressively

Mitindos nine Life-Preserving Principles

1. **Demonstrated Leadership Commitment** : Our leaders, senior managers and project managers will lead the SH&E improvement process and continuously demonstrate support and commitment.
2. **Employee Participation** : Our employees will be encouraged and empowered to become actively engaged in our safety processes through their active participation in safety committees, training, audits, observations and inspections. Employees will be encouraged to adopt a healthy lifestyle.
3. **Budget and Staff for Safety** : Our safety staff will be competent, fully trained and qualified to provide technical resources to our internal and external clients. A budget to support safety activities will be included in all our projects.
4. **Pre-Planning** : All our staffs will deploy effective risk mitigation efforts to design, plan and build safety into every work assignment and project. Pre-Project and Pre-Task planning will be an effective tool in protecting our employees and the environment.
5. **Contractor Management** : Our project staff will work closely with our stakeholders to provide a safe work environment for employees and members of the public. Our goal of HSE will be shared and enforced with all our stakeholders.
6. **Recognition and Rewards** : Our employees will be recognized for their efforts in working safely and their support of our safety efforts.
7. **Safety Orientation and Training** : Our employees will be provided with effective safety training in order to identify and mitigate hazards in the workplace to prevent injuries to themselves and others who may be affected by their actions.

8. **Incident Investigation :** Safety incidents will be fully investigated to draw appropriate conclusions and lessons with the objective of never repeating causes of safety incidents in the future.
9. **Fit for Duty :** Our employees are responsible to report to work each day fit for duty and not to pose a health and safety hazard to themselves or others.

The CEO is the responsible person ensuring he can delegate to senior managers and directors to act for Mitindos in ensuring that Health and Safety plans are developed and implemented to enable Mitindos to reach the objectives set out in this Policy in our various locations.

Governance

Mitindos Health and Safety policy is set by the Board of Directors and it is implemented with no exception across all Mininos operations and locations through procedures, rules and guidance. Mitindos Health and Safety Policy is reviewed and approved annually.

David Mutombo
Chairman