

## **RPSG Ventures Limited**

### **Occupational Health & Safety Policy**

RPSG Ventures Limited ('RVL', "the Company") recognizes that the health, safety and wellbeing of employees is integral to productivity, happiness and quality of life.

The Company is committed to ensuring safety of its employees and its stakeholders including the general public and supply chain partners. Occupational health and safety risks can range from equipment and material handling, workplace hygiene such as long-term hazards like noise, dust and work fatigue.

The safety of stakeholders impacted by Company's operations is of paramount importance. To fulfil this commitment every business and its value chain members shall endeavour to:

- Comply with applicable national legislations and/or in accordance with industry standards as appropriate that ensure maintenance of a healthy and safe work environment;
- Identify and eliminate any foreseeable hazards to employees and other stakeholders who maybe at risk resulting in accidents, injuries and damage to property;
- Provide access to clean drinking water, sanitation and hygiene at offices, and establishments;
- Identify, establish procedures and mitigate risks through a participative process in workplace layout, work tasks and work organisation. Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations;
- Provide appropriate trainings that make individuals responsible for own health and safety;
- Inculcate safety culture through leadership commitment and empowerment;
- Incorporate appropriate health & safety criteria into business decisions for selection of plant and technology, performance appraisal of individuals and appointments in key positions;
- Comply with good safety practices relating to planning, operation, and maintenance of workplaces and logistics;
- Encourage supply chain partners to comply with legislative requirements, adopt health and safety policies, report and continually improve performance;
- Monitor, measure, set objectives and targets and continually improve performance, and report progress on a periodic basis on key health and safety indicators;
- Periodically communicate and be transparent on our plan, efforts and outcomes to concerned stakeholders.