



SPICEKEN EPZ LIMITED

OCCUPATIONAL SAFETY & HEALTH POLICY

Spiceken EPZ Limited is committed to maintaining the safety and health of employees and other workers as far as reasonably applicable and in accordance with the law and other internationally recognized standards.

To demonstrate this commitment, Spiceken EPZ Ltd has put in place measures to develop, implement and maintain positive workplace culture with a strong focus on safety, health and wellness.

To achieve this, the company will: -

- Provide safe and healthy work conditions to employees, workers and anyone visiting the site.
- Comply with all applicable OSH-related legal, statutory, regulatory, stakeholders and customer requirements.
- Establish occupational safety and health objectives aimed at reducing/eliminating work related hazard and risks to workers safety and health.
- Involve workers or their representatives in setting up, implementation and running of occupational health and safety management systems.
- Set up systems of collecting feedback and act in response to complaints, incidents and emergencies related to occupational safety and health.
- Facilitate regular training programs on occupational safety and health issues to enhance awareness on the meaning of SAFETY FIRST and promote positive safety culture.
- Ensure OSH systems remain relevant and up to date through scheduled audits and continuous reviews and execution of corrective actions for continuous improvement.
- Provide clearly defined roles & responsibilities, communication systems and participation opportunities to promote effective engagement by employees and interested parties at all levels on OSH requirements

This policy will be reviewed annually as a minimum, communicated throughout the company and availed to other stakeholders on request.

Karim Dostmohamed
General Manager.