



HEALTH AND SAFETY POLICY STATEMENT

Sub-Sahara Tobacco is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and surrounding communities. Health and Safety are a core value of our operations, and we strive to achieve Zero harm by preventing workplace injuries, illnesses, and unsafe conditions.

We are committed to complying with all applicable health and safety legislation, standards, and industry best practices, and to continuously improving our health and safety performance.

Our Commitments:

- Ensure full compliance with all relevant health and safety laws and regulations.
- Provide safe systems of work, appropriate tools, equipment, and personal protective equipment.
- Identify hazards, assess risks, and implement effective control measures.
- Promote a strong safety culture through leadership, training, and employee participation.
- Prevent workplace injuries and occupational illnesses through proactive measures.
- Conduct regular inspections, audits, and incident investigations.
- Encourage reporting of hazards, near misses, and unsafe conditions without fear of reprisal.
- Continuously monitor, review, and improve health and safety performance.

Responsibility:

Management is responsible for implementing and maintaining this policy, while all employees are responsible for working safely, following procedures, and contributing to a safe working environment.

This policy will be reviewed annually or more frequently if there have been significant changes in the type and nature of our activities and revised as required to ensure it remains current and appropriate for the business.

Approved by:

Executive Chairperson

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