

Title	Occupational Health and Safety (OH&S) Policy
Version	V1
Issue Date	
Revision Date	

I. Introduction to the Policy:

Foods and Inns Limited (“The Company” or “F&I”) is committed to providing a safe and healthy work environment for all employees, workers and visitors across our operations. We recognize the importance of preventing accidents and injuries, and we prioritize the well-being of everyone on our premises.

We are committed to complying with all relevant laws, regulations, and standards pertaining to occupational health and safety in every jurisdiction where we operate. Our policies and procedures are designed to meet or exceed these requirements to ensure the highest level of protection for our employees and stakeholders.

This policy provides details of our expectations for maintaining a safe environment, promoting safe work practices, and preventing accidents and illnesses.

II. Scope:

This policy applies to all employees, contractors, workers, suppliers, customers and visitors on our premises. It sets forth our commitment to maintaining safe and healthy work environments across all facets of our operations. It is the responsibility of every individual within the organization to adhere to the principles and standards outlined in this policy and to contribute to the realization of our health and safety objectives.

III. Policy:

We are committed to fostering a safe and healthy work environment for all employees, contractors, customers, suppliers, and visitors. Our dedication to OH&S is integral to our business operations, and we strive to continually improve our performance in line with ISO 45001:2018 requirements.

- **Compliance with Regulatory requirement:** We comply with all applicable health and safety regulations such as the Factories Act, 1948 and other regulations set by local, state, and national authorities.
- **Hazard Identification, Risk Assessment, and control:** We are committed to identifying potential workplace hazards and assessing associated risks. We prioritize eliminating hazards and implementing controls to reduce risks to acceptable levels. We assess risks associated with potential workplace hazards and implement controls to eliminate or minimize OH&S risks in our

workplaces. Hazard control measures are regularly reviewed and updated to ensure their effectiveness.

- **Competence and Training:** We invest in the training and development of our employees to ensure they have the necessary skills and knowledge to perform their jobs safely. Training programs cover areas such as hazard awareness, emergency response, and the proper use of personal protective equipment (PPE).
- **Consultation and Participation:** We encourage active participation and consultation with employees at all levels regarding OH&S matters. Establish a Health and Safety Committee (or similar structure) to engage with employees on health and safety initiatives. Ensure workers (and their representatives, if applicable) are consulted and involved in matters relating to their OH&S, including policy development, risk assessments, and incident investigations. We provide opportunities for employees to contribute to health and safety matters.
- **Emergency Preparedness and Response:** We have established procedures for responding to emergencies, including evacuation plans, first aid facilities, and emergency contact information. Regular drills and exercises are conducted to test the effectiveness of our emergency response procedures.
- **Health and hygiene:** We are committed to maintaining high standards of cleanliness and sanitation throughout our facilities to ensure the health and safety of our guests, employees, and the community. Additionally, we will establish proper procedures for the safe handling and disposal of waste, including food waste and hazardous materials.
- **Incident Investigation and Corrective Action:** The company ensures to thoroughly investigate all work-related accidents, injuries, and near misses to identify root causes and prevent future occurrences. Corrective actions based on the investigation findings will be implemented, which may include modifications to work practices, training materials, or equipment. Comprehensive records will be maintained for all accidents, injuries, near misses, and the corresponding corrective actions taken.
- **Continuous Improvement:** We are committed to continually improving our OH&S performance through regular monitoring, measurement, and evaluation of our processes and practices. Lessons learned from incidents, near misses, and audits are used to identify opportunities for improvement and implement corrective actions.
- **Communication and Awareness:** We communicate this policy to all employees, contractors, and workers. We communicate health and safety information regularly through training sessions, newsletters, or safety briefings.
- **Recordkeeping:** We maintain records of all relevant health and safety documents, including this policy, risk assessments, training records, incident reports, and corrective actions.

IV. Training Programs

We recognize the importance of providing comprehensive training programs to ensure that all employees are equipped with the knowledge and skills necessary to work safely and contribute to a culture of health and safety. These training programs will cover various topics, including but not limited to:

- **New Employees / Workers Orientation:** All new employees / workers receive comprehensive health and safety orientation training as part of their onboarding process. This training covers

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essential topics such as emergency procedures, hazard awareness, personal protective equipment (PPE) usage, and reporting procedures.

- **Job-Specific Training:** Employees / Workers receive job-specific training that addresses the unique hazards and risks associated with their roles. This training may include instruction on safe work practices, equipment operation, chemical handling, and emergency response procedures.
- **Emergency Response Training:** Employees receive training on emergency response procedures, including evacuation drills, first aid/CPR certification, and the proper use of firefighting equipment. Training is conducted periodically to ensure that employees are prepared to respond effectively to emergencies.

V. Grievance Mechanism

We aim to foster a culture of safety, transparency, and accountability through the grievance mechanism, where individuals feel empowered to raise health and safety concerns and contribute to the ongoing improvement of our health and safety performance.