



Chalo Chesu.

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HEALTH AND SAFETY POLICY

Applicability: All Directors, Management, Employees, Consultants, Contractors, Suppliers, and Business Partners

1. Policy Statement

Chalo Chesu Environmental Consulting Limited (“Chalo Chesu”) is committed to providing and maintaining a safe, healthy, and secure working environment for all employees, consultants, contractors, and stakeholders affected by its activities. The Company recognises that effective occupational health and safety (OHS) management is fundamental to operational excellence, employee wellbeing, regulatory compliance, and sustainable business performance.

Chalo Chesu is committed to preventing work-related injuries, illnesses, and incidents by proactively identifying hazards, assessing risks, and implementing effective control measures.

2. Scope and Coverage

This policy applies to:

- All Chalo Chesu employees, directors, and management
- Consultants, contractors, and subcontractors
- Temporary workers, interns, and volunteers
- All offices, project sites, field activities, and work-related travel

Compliance with this policy is mandatory at all locations where Chalo Chesu operates.

3. Legal and Regulatory Compliance

Chalo Chesu commits to full compliance with:

- All applicable occupational health and safety laws and regulations
- National labour and workplace safety legislation
- Health and safety conditions attached to project approvals and permits

Where differences exist between local laws and international best practices, the more stringent requirement shall apply.

4. Alignment with International Standards

Chalo Chesu aligns its health and safety management approach with recognised international standards and best practices, including:

- International Labour Organization (ILO) Occupational Safety and Health Conventions
- ISO 45001 – Occupational Health and Safety Management Systems
- World Health Organization (WHO) workplace health principles
- International Finance Corporation (IFC) Environmental, Health and Safety (EHS) Guidelines

5. Health and Safety Commitments

5.1 Hazard Identification and Risk Assessment

Chalo Chesu shall:

- Identify workplace hazards associated with office work, fieldwork, and project activities
- Conduct regular risk assessments prior to commencing work
- Assess risks related to:
 - Field surveys and site inspections

- Environmental sampling and monitoring
- Travel and transportation
- Construction and operational project sites
- Review and update risk assessments as conditions change

5.2 Risk Control and Prevention

Chalo Chesu commits to implementing appropriate control measures using the hierarchy of controls, including:

- Elimination of hazards where feasible
- Substitution with safer alternatives
- Engineering controls
- Administrative controls and safe work procedures
- Provision and use of appropriate Personal Protective Equipment (PPE)

5.3 Safe Work Practices

Chalo Chesu shall:

- Develop and implement safe work procedures for high-risk activities
- Ensure safe handling, storage, and transport of equipment and materials
- Promote safe driving practices and journey management planning
- Ensure workplaces are clean, orderly, and free from hazards
- Maintain emergency preparedness and response procedures

5.4 Training, Awareness, and Competency

Chalo Chesu commits to:

- Providing health and safety induction training to all employees and consultants
- Conducting task-specific and site-specific safety training
- Ensuring only trained and competent personnel undertake high-risk activities
- Promoting continuous safety awareness and learning

5.5 Incident Reporting and Investigation

Chalo Chesu shall:

- Require prompt reporting of all accidents, incidents, near misses, and unsafe conditions
- Investigate incidents to identify root causes
- Implement corrective and preventive actions
- Maintain records of incidents and lessons learned

6. Health and Wellbeing

Chalo Chesu recognises the importance of employee wellbeing and shall:

- Promote physical and mental health awareness
- Encourage a healthy work-life balance
- Provide support mechanisms where feasible
- Ensure access to first aid facilities and trained personnel

7. Roles and Responsibilities

7.1 Board of Directors

- Provide oversight and approve the Health and Safety Policy

7.2 Management

- Ensure effective implementation and resourcing of health and safety measures
- Monitor compliance and performance

7.3 Employees and Consultants

- Take reasonable care for their own health and safety
- Follow safety procedures and instructions
- Use provided PPE correctly
- Report hazards and incidents promptly

7.4 Contractors and Subcontractors

- Comply with this policy and applicable safety requirements
- Implement site-specific health and safety measures

8. Communication and Consultation

Chalo Chesu shall:

- Communicate health and safety requirements clearly to all stakeholders
- Encourage consultation and participation on safety matters
- Promote a culture where safety concerns can be raised without fear of retaliation

9. Monitoring, Auditing, and Continuous Improvement

Chalo Chesu commits to:

- Monitoring health and safety performance
- Conducting periodic inspections and audits
- Reviewing safety procedures and controls
- Continually improving its OHS management system

10. Non-Compliance and Disciplinary Action

Failure to comply with this policy may result in:

- Corrective and preventive actions
- Disciplinary measures in line with company procedures
- Contractual remedies for contractors or suppliers

11. Policy Governance and Review

- This policy is approved by the Board of Directors of Chalo Chesu Environmental Consulting Limited.
- The policy shall be reviewed periodically and updated as necessary.
- All amendments shall be formally approved and communicated.

12. Conclusion

Chalo Chesu Environmental Consulting Limited is committed to fostering a strong health and safety culture that protects people, prevents harm, and supports sustainable operations. Through proactive risk management, training, and continuous improvement, the Company aims to ensure a safe and healthy working environment for all.