Health & Safety Policy for the Mangrove Group of Companies

Our organisation, operating as a global distributor of renewable products across diverse markets including the United Kingdom, United States, European Union and Africa, is committed to maintaining a safe and healthy environment for all employees, visitors, and stakeholders.

We recognise that health and safety are fundamental to our operational success and are integral to our organizational culture. This statement outlines our core principles, responsibilities, and ongoing commitments to ensure a safe workplace.

Core Principles

- **Prevention:** We prioritise proactive measures to identify and mitigate risks before incidents occur.

- **Compliance:** We adhere strictly to all relevant health and safety laws, regulations, standards and best practice.

- **Continuous Improvement:** We regularly review and improve our health and safety policies and procedures.

- **Employee Involvement:** We encourage active participation from all staff in health and safety development, initiatives and day to day practices.

Responsibilities

Our organisation assigns clear responsibilities to ensure accountability:

- **Directors:** Responsible for providing the leadership and structures needed to uphold legal duties, protect staff and others, and maintain corporate integrity.
- **Management:** Responsible for providing resources, training, and support to uphold health and safety standards
- **Employees:** Expected to follow safety protocols, report hazards, and participate in safety training.
- **Health & Safety Managers / Officers:** Tasked with monitoring compliance, conducting inspections, and investigating incidents.

Implementation and Training

We implement comprehensive training programs to educate staff about safety procedures, emergency response, and hazard recognition. Regular drills and updates ensure preparedness and awareness across all levels of the organisation.

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Reporting and Incident Management

All incidents, hazards, or unsafe conditions must be reported immediately to designated personnel. We maintain a transparent process for investigation and corrective actions which involves relevant employees to prevent recurrence.

Review and Continuous Improvement

Our health and safety policies are reviewed annually or following significant incidents. Feedback from employees is actively sought to enhance safety measures continually.

By fostering a culture of safety, our organisation aims to protect the well-being of everyone involved and ensure a productive, secure working environment by;

1. Compliance with Local Legislation

• Ensuring the policy complies with the specific health and safety laws and regulations in each region:

- **USA:** Occupational Safety and Health Administration (OSHA) standards.
- **Europe:** EU directives on health and safety, such as the Framework Directive 89/391/EEC (amended reg 1882/2003, DIR 2007/30/EC and Reg 1137/2008).
- **Africa:** Local health and safety regulations, which vary by country.
- **UK:** Health and safety at work Act 1974, management of health and safety at work 1999 and other relevant legislation.

2. Regional Health and Safety Leads

- Appoint regional Health and Safety Leads for the United Kingdom, United States, European Union and Africa to oversee compliance and implementation of the policy in their respective regions.
- Define their responsibilities, including liaising with local authorities, conducting audits, ensuring adherence to local laws and share best practice.

3. Cultural and Regional Considerations

- Adapt training, communication, and implementation strategies to account for cultural differences and regional practices.
- Address specific risks prevalent in each region (e.g., extreme weather conditions, local diseases, or infrastructure challenges).

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4. Standardised Reporting and Communication

- Establish a unified system for reporting ill health, incidents, accidents, near misses and other losses (damage to property) across all regions.
- Ensure that all employees, regardless of location, have access to the same level of information, training, and resources.

5. Risk Assessments and Procedures

- Develop region-specific risk assessments to identify unique hazards in each location.
- Develop tailored safe systems of work and emergency procedures for each region.

6. Training and Awareness

- Provide region-specific health and safety training to employees, contractors, and visitors.
- Ensure training materials are translated into local languages and adapted to regional contexts.

7. Health and Safety Committees

- Establish Health and Safety Committees in each region to engage employees and address local concerns.
- Include representatives from all levels of the organisation to ensure diverse input.

8. Global Coordination

- Create a global Health and Safety team to oversee the implementation of the policy across all regions and share best practice.
- Regularly review and update the policy to reflect changes in global and regional regulations.

9. Emergency Preparedness

- Develop region-specific emergency response plans, including procedures for natural disasters, political unrest, or other local risks.
- Ensure all employees are trained on these procedures.

10. Monitoring and Auditing

- Conduct regular audits in all regions to ensure compliance with the policy and local regulations.
- Use performance metrics to monitor and measure health and safety performance both regionally and globally.

11. Documentation

- Maintain region-specific documentation, including risk assessments, training records, and incident reports.
- Ensure all documents are accessible, reviewed regularly and up to date.

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12. Global Communication

- Share best practices and lessons learned across regions to foster a culture of continuous improvement.
- Use technology to facilitate communication and collaboration among regional teams.

By implementing these changes, Mangrove Ltd can ensure that this Policy effectively covers its operations in the USA, Africa, Europe and UK while maintaining compliance with local regulations and addressing region-specific needs.

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