

HSSE Policy

Massy Wood Group Ltd.

Massy Wood Group Ltd. recognizes the right of our workforce to have a safe, healthy and secure work environment. We are committed to the prevention of injury, ill health, damage to the environment and delivering continuous improvement in our health, safety, security and environmental performance.

This policy statement defines our commitment to our employees, clients, partners and shareholders.

HEALTH:

- We will deliver our operations and services in ways to protect the health of all people impacted by the work that we do.
- We will ensure all employees exercise the "right to know" during use of hazardous substances.

SAFETY:

- We will deliver our operations and services in ways which prevent incidents and injuries, with a focus on integrity assurance and human factors.
- We will report all incidents, investigate and share lessons from these incidents and non-conformances.
- We will implement a safe system of work and provide safe work conditions and equipment.

SECURITY:

- We will deliver the highest standard of corporate security to protect the company's employees, assets, information, integrity and reputation from potential threats.
- We will ensure the implementation of suitable and adequate Emergency Response measures and communicate these to all staff, visitors, contractors and relevant stakeholders across the business, ensuring any emergency situations arising are appropriately addressed.

ENVIRONMENT

- We will deliver our operations and services in ways which prevent harm to the environment, allocate and use resources efficiently and manage our carbon footprint.
- We will ensure all hazardous substances are safely handled, transported and stored.

- We will comply with Massy Wood's HSSE Management System and all subordinate controls and programs as a minimum standard.
- We will regularly engage our workforce on HSSE matters arising during the delivery of our operations and services.
- We will comply with the Occupational Safety and Health Act, 2004 (amended 2006), Environment Management Act 2000 and all relevant industry standards where we work.
- We will apply appropriate risk assessments, including the consideration of technical, process and human factors.
- We will ensure our employees and sub contractors are trained and competent to deliver their task safely.

HSSE WILL BE A CENTRAL ELEMENT IN OUR BUSINESS PLANNING

- We will regularly monitor and audit the application of our programs and the way they affect our HSSE performance in order to provide assurance that we are delivering continuous improvement.
- We will empower our contractors and suppliers to align with our risk reduction policies and processes that will promote a Zero Accident culture.
- All employees are empowered to stop work in unsafe conditions.

Everyone who works with Massy Wood is required to uphold our values:

SAFETY • PEOPLE • QUALITY • ETHICS • PASSION

Massy Wood believes that this policy will provide a positive contribution to the health and safety of individuals and to the protection of the environment. I give my personal commitment to promote its effective implementation and assurance that it will be communicated to all employees.



Name Vaughn Martin
Position Chairman
Date 17 May 2021



Name Mala Baliraj
Position Chief Executive Officer
Date 17 May 2021

This policy will be reviewed every three (3) years.