

# Health & Safety at Work Policy

## Purpose

The purpose of this policy is to define the mandatory processes and procedures adopted by the Company to ensure that a safe and effective working environment is provided for staff and visitors and that the Company properly discharges its health and safety duties.

The Policy: ICS is committed to:

- (i) Ensuring that a safe and secure working environment is provided for employees and visitors;
- (ii) Ensuring that the Health and Safety at Work Policy is applied throughout the Company;
- (iii) Having regard to health and safety in delivery of the Company's services;
- (iv) Continually improve the Company's health and safety management systems and procedures to prevent the likelihood of accidents, incidents and cases of occupational ill health;
- (v) Working with and listening to staff, clients and other stakeholders to ensure awareness of health and safety matters, enabling them to carry out their duties in a safe and responsible way, where necessary following appropriate training;
- (vi) Complying with all regulatory, statutory and other requirements;
- (vii) Ensuring all employees are aware of their own responsibilities with respect to health and safety, including a responsibility to report any health and safety concerns and that they exercise reasonable care in their day to day duties both to themselves and to those around them.
- (viii) Eliminating hazards and reducing of OH& S risks
- (ix) The continual improvement of the OH& S management system by measuring the performance of the management system; setting and monitoring OH& S objectives, incident/accident investigation, conducting audits of the management system and other measurement activities
- (x) Promoting open and constructive communication, coordination & participation with regards to health and safety among workers & other interested parties.

## Implementation of the Policy

Overall responsibility for the implementation of the Health and Safety at Work policy rests with the Board. The Board will ensure that this policy and its associated requirements are understood and implemented throughout the Company through communication and training.

This policy will be reviewed as and when deemed necessary.

  
**Andrew Kasekende**  
Director  
July 17, 2020