


HSSE POLICY MANUAL				
VERSION	DATE OF ISSUE	DESIGNED BY	APPROVED BY	
Final draft				

FAMS GROUP OF COMPANIES

HSSE POLICY MANUAL

Date Of Presentation	
Draft by	Mr. Patrick Matira
Reviewed by	Mr. Steve Harley Mr. Peter Kazingizi Mrs. Silvia Sharratt

1. GENERAL

- 1.1 This policy describes FAMS Group of Companies intention to manage Health, Safety, Security and Environmental issues (therein referred to as HSSE) arising from its products and services.
- 1.2 This policy is designed to ensure that all HSSE requirements for FAMS Group of Companies are recognized.

1.1 Scope

- 1.1.1 The HSSE policy for FAMS Group of Companies shall cover all its employees, customers, contractors, visitors, and other stakeholders in all divisions.
- 1.1.2 The HSSE policy shall be applicable to all FAMS Group of Companies divisions.
- 1.1.3 Arrangements of the HSSE policy will cover FAMS Group of Companies premises of operation, warehouses, vehicle fleet and other FAMS Group of Companies assets.

2. REFERENCES

- a) ISO 45001: 2018
- b) ISO 14001: 2015
- c) ISO 9001: 2015

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3. POLICY STATEMENTS

3.1 HSS MANAGEMENT POLICY STATEMENT

3.1.1 This is a written policy statement for FAMS Group of Companies to demonstrate its intention in the management of Health, Safety and Security.

3.1.2 FAMS Group of Companies is aware of the health and safety risks posed by its work operations and services to its employees, visitors, customers and all its stakeholders. It fully recognizes its obligation to provide security to its workers, products, equipment, material, and organization's assets.

3.1.3 FAMS Group of Companies is fully aware that every reasonably practicable measure should be taken to control and manage HSS. Therefore, it pledges its commitment to;

- a) Preventing work-related injuries, fatalities, and ill-health.
- b) Identify all hazards and risks associated with its operations and instigate adequate and practical controls.
- c) Identify all emergencies likely to disrupt business continuity and instigate practical solutions to ensure business sustainability
- d) Comply with all current and applicable HSSE legislation and other requirements to which it subscribes to. It is committed to continual review of such legislation.
- e) Continual improvement of the HSS system and the policy. In this regard the policy shall be reviewed after every twelve (12) months and making changes wherever necessary.
- f) Ensuring health and safety training is provided for all FAMS Group of Companies employees and promote health and safety awareness to all FAMS stakeholders.

An appointee appointed by FAMS Group of Companies Management shall be responsible for the management of HSS at the company. HSS Consultant will be responsible for giving guidance and direction towards the overall management of HSS at FAMS Group of Companies. All HSS concerns at FAMS Group of Companies shall be reported to the appointed personnel.

NAME IN PRINT..... STEPHEN HAROLD SIGNATURE..... [Signature] DATE..... 10/14/26
DESIGNATION DIRECTOR POLICY REVIEW DATE 10/14/27

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