



## SAFETY, HEALTH AND ENVIRONMENTAL POLICY

**Affinity Impressions Limited, AIL provides environmental, engineering and technical services across more than 130 different businesses. AIL recognises that the protection of the environment and the safety, health and wellbeing of its employees, its sub-contractors and of any others affected by its operations are integral parts of the Company's business performance and are a management priority. For all areas where we operate, including activities undertaken both in the Uganda and Internationally, AIL is committed to:**

- Achieving a high level of safety, health and environmental (SHE) performance, promoting the concept of sustainability, a safe and healthy working environment, and maintaining and extending our certifications to ISO 9001: 2015, ISO 14001:2015 and ISO 45001:2018, as well as those associated with sector specific requirements.
- Preventing human errors and improving the safety culture within the Group by implementing a behaviour-based safety system. Implementing this Policy through improving continually our integrated SHE and quality management system (SHEQMS); including in co-operation with other interested parties, so that work-related ill health and accidents and environmental pollution (including emissions and waste) can be prevented, as well as enhancing our environmental performance e.g. the reduction of energy consumption.
- Communicating the requirements and needs of our safety, health and environment management system to all and to facilitate understanding, including 1) the proper assignment of organisational roles, responsibilities, and authorities, via the most senior levels of management, and 2) those to which work is sub-contracted to enable continuity of safety process across all premises, projects and activities.
- Working with our clients to optimise health, safety and environmental performance on their projects.
- Consulting with and involving our employees by holding regular SHE meetings and monitoring the health of those who may be exposed to significant work-related health risks or sensitisers.
- Requiring all employees and sub-contractor employees to work safely and use error prevention techniques and other leading indicators in order to develop business SHE maturity, including due consideration of the health and safety of themselves and others and for protecting the environment.
- Providing adequate supervision, behaviour observations, and appropriate training.
- Requiring all employees, clients, managing contractors and sub-contractors stop work if they have concerns over safety.
- Assessing all SHE hazards, risks, and opportunities (including those associated with security) and managing these effectively so they are eliminated or reduced as far as is reasonably practicable.
- Complying - as a minimum - with legislation, other requirements (including life cycle perspectives, where appropriate), the needs of interested parties, and associated codes of practice (including environmental best practice) and continually improving upon performance where it is reasonably practicable and cost effective for the Group to do so across all its operations.
- Co-operating fully with relevant enforcement agencies and non-statutory bodies.
- Requiring our contractors and suppliers to accept the same standards of SHE management and encouraging third parties to do the same (where possible).
- Not allowing drugs (other than prescription and retail medicines), alcohol, or weapons into any of the Groups premises and operations.
- Measuring, monitoring, and reviewing performance in SHE management.
- Conducting audits to demonstrate compliance and to provide observations to continually improve performance.

- Promoting the open, “blame free” sharing of the lessons learned from incidents, near misses, positive interventions and safety conversations including those learned and discussed with us whilst working with clients, subcontractors and suppliers.
- Ensuring the Policy is understood and implemented effectively at all levels of the Group, and also made available to interested parties, upon reasonable request.

**The Directors and I will at least annually:**

- Review this Policy to ensure it is effective (with the help of the Group SHE Director).
- Review responsibilities and procedures for SHE management.
- Set clear SHE objectives and targets, monitor and measure performance and communicate the results, and
- Ensure adequate resources are made available to implement the Policy.

**Signed on behalf of the Board of Directors**



Joseph  
Sseruyunge  
Chief Executive  
4<sup>th</sup> March 2022  
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