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## OCCUPATIONAL SAFETY AND HEALTH POLICY

Crown Paints Kenya Plc, manufactures and distributes paints and allied products is committed to provision of safe and healthy work place for all employees by acting positively to eliminate hazards, prevent injury, ill health, arising from its operations. We consider Safety and Health of our employees to be an integral part of responsible management.

Crown Paints aims at prevention of incidents by emphasizing attitude change and including employee participation in the contribution to the establishment and observance of safe working practices.

Crown Paints is conscious of its Safety & Health responsibilities to all stakeholders including customers, employees, contractors, suppliers, government/regulatory bodies and the society at large. Our key objectives are:

- a) Comply with all applicable legal and other requirements to which the company subscribes that relate to its OSH.
- b) Proactive identification and elimination of the existing hazards and /or risk in the work place.
- c) Ensuring that the OSH Management System is documented implemented and maintained.
- d) Implement, sustain and continuously improve our Safety and Health performance and periodical monitoring and reviewing of Safety and Health objectives for its relevance and appropriateness to the organization.
- e) Ensuring that the OSH Management System is communicated to all persons working under the control of the organisation to make them aware of their individual OSH obligations.
- f) Ensuring the company's employees, contractors, suppliers, and visitors have a duty of care including the responsibility to work safely, to take all reasonable care for their own Safety and Health and of other people who may be affected by their actions.
- g) Provision of the framework for setting and reviewing OSH objectives.
- h) Recognize and reward good Safety and Health performance.
- i) Regularly review and avail our Safety and Health policy to all our employees and other interested parties.

**Mr. Rakesh Rao**

**Group Chief Executive Officer**

Effective Date: 1<sup>st</sup> March 2019