

A decorative teal line graphic that starts as a large circle at the top, descends on the left side, and then curves back to the right, partially enclosing the text.

**HEALTH & SAFETY  
MANAGEMENT  
SYSTEM POLICY**

At Miahona Company, we are committed to operate our business complying with Occupational Health & Safety management systems requirement. The health & safety of our employees are the most attended priorities. To this end, Miahona Company is committed to the following principles:

- To establish and maintain an Occupational health and Safety Management System which satisfies the requirements of ISO 45001:2018, all applicable statutory and regulatory requirements, industry best practice and any other Client specific requirements.
- To maintain the workplace to ensure that they are safe and without health risks, including means of access and egress, with adequate facilities and arrangements for employees' welfare.
- To provide and maintain working environments and safe systems of work for employees that are safe and free from health risks.
- To provide and maintain plants and equipment and operational controls that prevent injury and ill health.
- To consult with employees on issues relating to occupational health and safety.
- To promote and encourage a positive health and safety culture throughout the organization through the provision of information, training, instruction, and supervision.
- To provide sufficient information, instruction, training, and supervision to enable employees to avoid hazards and to contribute positively to the health and safety of themselves and others whilst at work.
- To establish effective arrangements to draw the Occupational health and Safety Management System to the attention of employees so that they are aware of their obligations and carry out communication, so it is understood and implemented by all employees.
- To ensure all employees are aware of their individual occupational Health and Safety obligations under the health and Safety at Work etc. Management shall seek the support and co-operation of Employees with respect to occupational health and safety.
- To operate a fair culture whereby employees are openly encouraged to report hazards, including near misses, without fear of reprisal to ensure the root causes of accidents are identified thus enabling measures to be put in place to eliminate recurrence.
- To ensure sufficient financial and physical resources are available to meet the objectives of the Occupational Health and Safety Management System, as well as all applicable statutory and regulatory requirements.
- To ensure occupational health and safety objectives are set, monitored, and reviewed at regular intervals.
- To ensure that risk assessments are being carried out on an on-going basis, with employees participating in the risk assessment process. The assessment will cover Miahona undertakings and will assist in the identification of hazards and the setting of prioritized objectives for elimination and reduction of risk.
- To maintain continuous improvement occupational health and safety management and performance by regularly monitoring and reviewing the occupational Health and Safety Management System to ensure its effectiveness.
- To update operations in response to advances in technology, changes to industry best practice and new understanding in health and safety.
- To arrange for the effective planning, organization, control, monitoring and review of preventative and protective measures.
- To maintain records as objective evidence to show compliance with the Occupational Health and Safety Management System.