



ZAMBIA LIMITED

OCCUPATIONAL HEALTH & SAFETY POLICY

Truckmec Zambia Ltd provides our clients with a comprehensive and successfully proven Safety Management System which has established the foundation of our working culture and overall commitment to safety. This has been achieved by the direct involvement of Truckmec Zambia Ltd.'s most senior manager to the worker on the ground and all parties maintaining a proactive approach to the continual improvement of our systems. Believing that this is good business practice and contributes to stakeholder confidence. This commitment includes emphasis on working towards providing a safe and healthy environment in the workplace for employees and visitors and on minimizing the impacts of our operations on the physical environment.

Top Management therefore has established, implemented and maintained this Occupational Health and Safety (OH&S) policy and is therefore committed to:

- To continual improvement in OH&S performance and to achieve an excellent standard of occupational health and safety management through the development, implementation of strong occupational health, safety and environmental culture.
- Fulfilling our legal requirements and other requirements.
- Implement and maintained OH&S management system ISO45001:2018 standards.
- Integrate OH&S considerations into all activities. Provide each employee with appropriate information, training and protective equipment so that people can work safely and effectively.
- Adopt and apply up-to-date techniques and best practices in all activities appropriate to the nature, scale and activities of the operation.
- To promote courageous safety leadership in acting with a sense of urgency to control and eliminate effectively the health and safety hazards.
- Enhance consultation and participation of workers and other interested parties as applicable.
- Promote health Surveillance programs through pre-Employment medicals and statutory medical examinations.
- Monitor and assess all accidents and incidents through the completion of detailed reports and follow up of recommended actions.
- Perform regular OH&S audits and inspections to assess the performance of the site against adopted standards. Provide an OH&S representatives committee to ensure all OH&S matters are raised and addressed in the respective areas.
- This policy provides a framework for setting and reviewing our OH&S objectives annually. It is: available as documented information; communicated within our organization; and is available to interested parties, as appropriate.

EXECUTIVE DIRECTOR

JAY MAHAVIR

Truckmec (Z) Limited

10th April, 2026

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