

2020

ONNIS LDA 
ENGENHARIA & CONSTRUÇÃO MOÇAMBIQUE

HSE Policy

Issue	Issue date	Originator	Reviewed	Approved
01	May 2020	RB	RB	SO

HEALTH, SAFETY & ENVIRONMENT POLICY

The determination of business management in the company ONNIS constitutes the constant reinforcement of the culture of safety and health at work, through the development of sensitivities, the deepening of wills and the availability of the necessary resources to:

- ensure a safe and healthy work environment, ensuring compliance with legislation as a minimum level of adequacy;
- promote the training and information of employees on the risks inherent in the activities, making them aware of compliance with safety standards;
- protect facilities and equipment by adopting the best techniques, combined with the monitoring and updating of work procedures, in order to eliminate or minimize risks for employees, service providers and for all people, third parties, who may come into contact with our infrastructure;

Safety is an integral part of the quality of ONNIS services and products.

The effectiveness of the Safety Policy and the continuous improvement of performance in terms of safety and health at work must be achieved with the involvement of all levels of management and the support and contribution of all employees, service providers, suppliers and stakeholders.

GUIDING PRINCIPLE OF SAFETY PRACTICE AT ONNIS

Safety, understood as safety and health at work, is an integral part of ONNIS 'activity and manifests itself in all decisions: in the project, in the construction, in the personnel management, in the supplies, in the relationship with the customers, in the relationship with the employees, suppliers and the general public.

Safety is an attitude and a will - integrating the activity of each one - that at all times asserts itself in the respect and fulfillment of the legal requirements, norms and applicable procedures and in the initiative and contribution to its perfection.

Safety is an inherent component of hierarchical responsibility, which is responsible for ensuring the application of regulations, making a visible and permanent personal commitment, promoting the training and information of its employees and controlling the environment in which the work takes place.

At all times and in any situation, each company assumes the conduct of its activities, with the objective of "Zero Accidents", through continuous improvement in safety management and performance, with the definition of concrete progress objectives.

Safety in carrying out the work must be achieved through systematic risk analysis, involving workers and their representatives, as well as service providers, when applicable, in order to

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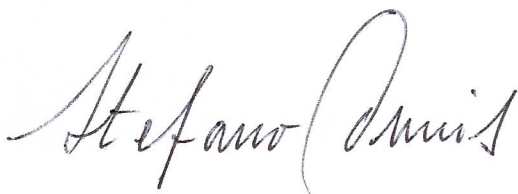
identify and treat, in the preparation of the work, all risk situations, which should converge to an acceptable risk. If a job cannot be done safely, it must not be performed or stopped.

The investigation and analysis of incidents - accidents and near misses - will be carried out in a systematic way and lessons learned to prevent their repetition, a fundamental condition for the continuous improvement of the prevention of accidents at work and occupational diseases.

No action will be taken against any employee who reveals a concern about matters of safety and health at work, or for the participation of an almost accident, unless an illegal act or willful disregard for a regulation or procedure has been consciously and intentionally committed. of security.

Safety procedures must be kept permanently up to date, in accordance with existing risks and applicable local regulations.

No situation or urgency of service can justify endangering someone's life.



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