



Power Group Technologies Limited acknowledges its responsibility towards the health and safety of all employees, contractors, visitors, and other individuals affected by its work activities. Top Management demonstrates leadership and commitment by taking overall accountability for preventing work-related injury and ill-health and for providing safe and healthy workplaces.

THE COMPANY IS COMMITTED TO:

1. Safe Workplaces	Eliminate hazards and reduce OH&S risks through effective controls, preventing work-related injury and ill-health.
2. Legal Compliance	Comply with applicable legal requirements, regulatory obligations, and other relevant requirements.
3. OHS Objectives	Establish, implement, and achieve occupational health and safety objectives aligned with strategic direction.
4. Leadership	Ensure integration of OHSMS into business processes and availability of necessary resources.
5. Worker /Partners Consultation and accountability	Actively consult and engage workers and their representatives in the development, planning, and improvement of the OHSMS. Hold all employees and partners accountable for following safe work procedures
6. Resources & Competence	Provide adequate training, information, instruction, and supervision to enable workers to fulfill their safety duties.
7. Risk-Based Thinking	Identify, assess, and control OH&S risks using the hierarchy of controls, prioritizing elimination of hazards.
8. Continual Improvement	Continuously improve the OHSMS to enhance OH&S performance and prevent work-related injuries and ill-health.
9. Monitoring & Review	Regularly monitor performance, investigate incidents, and conduct management reviews to ensure effectiveness.
10. Communication	Ensure this policy is documented, communicated, understood throughout the organization, and available to interested parties.

Duties of Employees:

All employees shall: observe safety rules and procedures; properly use and maintain issued equipment; report near misses, unsafe conditions, and incidents; participate in incident investigations; undertake tasks only after appropriate training; and take reasonable care of their own and others' health and safety. In addition, employees have the responsibility to refuse unsafe work, discriminatory action shall not be taken against any employee for refusing to do unsafe work

Top Management holds overall accountability for OH&S. The Health and Safety Manager is responsible for implementing, maintaining, and continually improving the OH&S Management System.

Effective Date: 18th June 2026

Kenneth Nguu

Group Chief Executive Officer

Power Group Technologies Limited.