

## OHS&E POLICY

CMM GLOBAL LTD specializes in the provision of repair and maintenance services for automotive equipment, facilities management and related spare parts. Management at CMM GLOBAL LTD ensures fulfilment of its compliance obligations and has gone ahead to establish an Environmental management system and Occupational Health & Safety management system premised on the international standards of ISO 14001:2015 & ISO 45001:2018 with the aim of conserving the environment, safe guarding property and lives.

CMM GLOBAL LTD is committed to taking all practicable steps to provide and maintain a healthy and safe working environment for all its staff and clients by:

1. Encouraging staff to be fully involved in the effective management of occupational health and safety.
2. Adopting policies and practices which will promote the well-being of CMM GLOBAL LTD staff engaged by CMM GLOBAL LTD.
3. Keeping adverse health, safety or environmental impacts to a minimum.
4. Providing a framework for setting Health, Safety & Environmental objectives.
5. Protecting the environment through prevention of pollution by ensuring proper waste management practices.

Our occupational health, safety and environmental policies and practices are designed to:

- a) Provide safe working environment, work systems, and encourage employees to work in ways that do not present risks to them, others or the environment.
- b) Enable CMM GLOBAL LTD to proactively identify and minimize hazards and unsafe behaviors, and reduce risks to the lowest reasonably practicable level.
- c) Provide all employees and contractors with training and information to work safely.
- d) Provide all appropriate and necessary equipment and resources to work in a safe manner.
- e) Ensure all near misses, accidents and other safety incidents are investigated and reported promptly to Managers and/or Human Resources.
- f) Support the rehabilitation and return to work of employees who suffer injury or illness.
- g) Provide regular reviews and report on CMM GLOBAL LTD's occupational health and safety performance, and learn from the reported incidents.
- h) Actively promote participation with employees and contractors in achieving CMM GLOBAL LTD's occupational health and safety goals and to ensure they have the training, skills, knowledge and resources to maintain a healthy and safe workplace.
- i) Comply with all relevant legislation, regulations, and codes of practice and industry standards.
- j) The continual improvement of the OHS&E management system through data analysis, conducting risk assessment, setting and monitoring OHS&E objectives and other improvement activities.

### Responsibilities:

The CMM GLOBAL LTD Board is responsible for the effectiveness of this policy, and for monitoring its implementation, maintenance and continual improvement.

The CEO is responsible for implementing the Board's policies. The CEO reports to the Board on a regular basis on identified risks and actions taken to mitigate risks.

The responsibility for the policy is collectively shared among all employees. Management is accountable for ensuring that they are proactively monitoring and managing risks for their areas of responsibility. Managers must carry out their occupational health and safety responsibilities, and set appropriate personal examples of the high standards of occupational health and safety behavior which CMM GLOBAL LTD requires.



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**Timothy Ssenyonjo**  
**Managing Director**  
**26th April, 2023**