



OH&S Policy

At Trow Group, OH&S of employee is our prime concern and an important business objective. We are conscious of our responsibility to create, maintain and ensure safe work practices, reduce health and safety hazards through the application of technology and safe work practices for sustainable development. We are committed to:

- Preventing industrial risks, rather than detecting and/or rectifying, and their adverse impact on employees.
- Following safe work practices and continually improving the effectiveness of the system.
- Eliminating hazards and reducing OH&S risks by Hazard Identification and Risk Assessment exercises.
- Conserving natural resources through their responsible and efficient use in all our operations.
- Complying with all applicable legal and other requirements as well as taking any additional measures considered necessary.
- Implementing and propagating the OH&S Policy through proper communication, active involvement and participation of employees and persons working for and on behalf of the organisation.
- Preserving the health and safety of the site and its neighbourhood.
- Making this policy available to the public.

All Project Managers are personally accountable for:

- Showing continual improvement in Health & Safety management through continual training.
- All managers will be reviewed on their performance against designated Health & Safety responsibilities.
- Promoting the Health & Safety of the site through morning meetings and weekly toolbox meetings and clearly conveying to all workers, in a simple language, any changes to the policy, incidents or near misses that were formulated or discussed at resource management meetings.

Top Management

Date

27/07/2023