



## Preamble

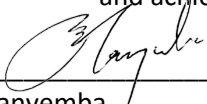
KVTC recognises that its developments and activities, can have an impact on the Health and Safety of its employees, contractors and visitors. The company will manage its operations in such a way as to minimise Health and Safety risks. The scope of the operations shall include, timber processing plant, Silviculture plantations, nursery, Harvesting and haulage.

The company will achieve and uphold this policy by continuous measurement of accident and incident rates and by identifying risks and opportunities. Continual improvement will be instituted in relation to these risks.

The company will operate according to the following principles and monitor its performance in respect of them.

## Policy

1. KVTC will meet all laws and regulations covering Health and Safety of employees and their families. KVTC also subscribes to ISO 45001:2018 standards, IFC Industry Guidelines and FSC Health and Safety related principles.
  - a. Health and Safety guidelines will be accessible to all in company employment.
  - b. Company Management and those employed by the company will be familiar with the contents of the company's Health and Safety guidelines.
  - c. Company management will assess risk to workers with regard to tasks and equipment and take reasonable measures to reduce or eliminate such risks. OHS objectives and targets will be set to address the risks identified.
  - d. Safety Training will be carried out, appropriate to the tasks and the equipment used as prescribed by the law.
  - e. Workers will be provided with safety equipment appropriate to the tasks and equipment used, as prescribed in the company procedures.
  - f. The company will take reasonable measures to ensure the use of safety equipment by its employees and contractor employees as prescribed in the company procedures.
  - g. The Company will record all work-related accidents and deaths of employees, the causes thereof and record actions taken to prevent similar accidents in the future and implement such preventative actions.
  - h. The company will identify the needs and expectations of relevant interested parties, external and internal issues affecting OHS Management system and address them as per company procedures.
2. KVTC will take reasonable actions to improve the general standard of health and social services in communities directly associated with KVTC.
  - a. The company will assist educational outreach programmes focused on important basic health care issues.
  - b. The company will participate in appropriate economic development in order to assist and achieve sustainable self-help projects.

  
Irvine Kanyemba  
Chief Executive Officer