



OCCUPATIONAL SAFETY AND HEALTH POLICY

Crown Paints Kenya PLC, a manufacturer and distributor of paints and allied products, is committed to providing a safe and healthy workplace for the prevention of work-related injury and ill health. The organization shall act proactively to eliminate hazards and reduce occupational health and safety risks arising from its activities, products, and services. The safety and health of employees is recognized as an integral part of responsible management.

Crown Paints Kenya PLC is committed to preventing incidents through a strong safety culture, emphasizing positive attitude change and active participation of employees and other workers in the establishment, implementation, and observance of safe working practices.

The organization acknowledges its occupational safety and health responsibilities to all stakeholders, including employees, customers, contractors, suppliers, visitors, government and regulatory bodies, and society at large.

In support of this commitment, Crown Paints Kenya PLC shall:

- a) **Comply with all applicable legal and other requirements** related to occupational safety and health to which the organization subscribes.
- b) **Eliminate hazards and reduce occupational health and safety risks** through proactive identification, assessment, and control of workplace hazards.
- c) **Establish, implement, maintain, and continually improve an Occupational Health and Safety Management System (OHSMS)** in accordance with ISO 45001.
- d) **Provide safe and healthy working conditions** and ensure continual improvement of occupational health and safety performance through regular monitoring and review of OH&S objectives and targets.
- e) **Ensure consultation and participation of workers and their representatives** in matters related to occupational health and safety.
- f) **Communicate this policy and OH&S responsibilities** to all persons working under the control of the organization to ensure awareness of individual obligations.
- g) **Ensure that employees, contractors, suppliers, and visitors uphold their duty of care**, including working safely and taking reasonable care for their own safety and that of others who may be affected by their actions.
- h) **Provide a framework for setting and reviewing OH&S objectives** in line with organizational context and risks.



Crown Paints Kenya PLC

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- i) **Promote recognition of good occupational safety and health performance** to reinforce positive safety behavior.

This Occupational Safety and Health Policy provides the framework for setting and reviewing OH&S objectives and demonstrates Crown Paints Kenya PLC's commitment to continual improvement of its occupational health and safety management and performance.