

## OCCUPATIONAL HEALTH AND SAFETY POLICY

The Interswitch Ltd Board, Group Managing Director and Management Team are committed to a functional Occupational Health & Safety (OHS) Management System that is sustainable. Interswitch Group shall comply with OHS legislation, Approved Codes of Practice, ISO 45001 standard, and other applicable requirements to which the organization subscribes.

Workplace risks to the health and safety of employees, clients, visitors, contractors and third parties shall be progressively assessed and managed to a reasonably practicable level to prevent accidents, injuries or ill-health.

This policy shall be implemented throughout the company's operations taking due consideration of OHS risks and benefits in decision-making, the business planning process, procurement and major projects. Our OHS policy sets a framework for setting progressive objectives and targets to improve OHS management and performance in keeping with stakeholder expectations.

Management will implement the policy by our commitment to:

- Encouraging a positive OHS culture at the workplace
- Providing clear instructions, information and adequate training, to ensure employees are competent to discharge their OHS responsibilities.
- Providing a safe system of work on the premises, handling equipment on project sites that promotes a healthy workplace and minimize harm to the environment.
- Ensuring all engagements with contractors support the implementation of this policy
- Ensuring employees are involved and committed to improving OHS management through effective communication, participation and consultation.
- Ensuring effective risk control measures are in place for foreseeable emergency conditions
- Ensuring the root causes are identified and properly documented in the investigation of incidents
- Ensure effective auditing is in place to identify gaps and ensure appropriate corrective actions where required.

Management, at periodic intervals shall review the suitability and effectiveness of the OHS management system, including this policy, and undertake appropriate actions toward the continual improvement of the OHS management system.

This policy shall be communicated to all employees and be made available to interested parties.

*Mitchell Elegbe*

Group Managing Director

19th April 2024

Date

## OCCUPATIONAL HEALTH & SAFETY OBJECTIVES AND TARGETS

Interswitch Group is committed to protecting the health and safety of all employees and persons working under its control through effective establishment and monitoring of the Occupational Health & Safety (OHS) objectives and targets. The OHS policy statement forms a framework for establishing and reviewing the OHS Objectives.

### ISW OHS Objectives & Targets

1. To achieve zero (0) incident rate (workplace related accidents, near-misses, sicknesses, ill-health and injuries) per quarter through effective risk assessment and implementation of adequate control measures of the OHS related hazards.
2. Achieve increased OHS awareness across board through the involvement of at least 80% (2.3 sigma) of all ISW staff in OHS related meetings and training every quarter.
3. Achieve 99.99% (6 sigma) compliance to OHS applicable legal and other requirements to which the organization subscribes through annual evaluation and reviews.
4. Ensure strict compliance with 24 hours incident notification and & investigation within 7 days of occurrence for at least 80% (2.3 sigma) of the incidences for effective corrective action implementation.
5. Ensure annual safety audits and quarterly safety inspections are carried out across all facilities to identify areas of concerns for continual improvement.
6. Achieve at least 90% (2.8 sigma) maintenance of OHS-related equipment and infrastructure as stated in the preventative maintenance schedule in order to ensure effectiveness and efficiency of operation of the equipment.

*Mitchell Elegbe*

Group Managing Director

19th April 2024

Date