

Health & Safety Policy

Jodoa Properties Nigeria Ltd., (hereinafter referred to as “Jodoa”) recognises the importance of occupational health, safety and process safety in the successful operation of its activities. This “Policy” is a declaration of the Board’s commitment to maintaining safe and healthy working environments where the wellbeing of its staff, supply chain and all other stakeholders is actively promoted and harm eliminated wherever possible.

Every employee is expected to support and further develop Jodoa’s Policy towards health, safety and wellbeing. Jodoa operates a comprehensive Health and Safety Management System which meets the requirements of ISO 45001 and the Labor Act (2004), on Labor Relations. The aims of the management system and policy will be achieved by the:

- conduct of all undertakings in such a way as to ensure, so far as is reasonably practicable, that employees and others will not be exposed to risks as a result of Jodoa’s activities;
- systematic identification, evaluation and control of foreseeable catastrophic incident risks associated with our activities through the application of process safety leadership, risk identification and assessment principles;
- adherence to the relevant statutory provisions and other appropriate standards whilst undertaking all work activities. In the case of industries where specific provisions apply, all work activities will comply with such specific requirements;
- implementation of robust risk management, health surveillance and fitness for work programmes, to ensure, so far as is reasonably practicable, that the health of employees is protected and maintained, irrespective of their existing health status;
- responsibility of employees to work safely in line with statutory requirements, other appropriate standards and this Policy and to identify unsafe working situations. In such cases work will cease until the situation has been investigated and rectified where necessary;
- provision of the necessary means of prevention to protect employees and other workers from the risks of occupational diseases and injuries that may occur during work, and providing appropriate training for employees and other workers to avoid such risks;
- commitment to consult with, train and ensure that our employees are competent to carry out their work with due consideration to wellbeing, health and safety;
- conducting of periodic evaluations to ensure that all parties to the employment relationship comply with and meet the requirements of health and occupational security and safety, in accordance with the provisions of the Nigerian Labor Laws, its implementing regulation and the legislation in force in this regard;
- provision of sufficient resources to achieve compliance with this Policy.

Additionally, the Board will set annual, or longer term, objectives and targets that will be regularly monitored and reviewed. The aim is to achieve standards of occupational health, safety and welfare which exceed those solely necessary to meet legal requirements.

Responsibility for the management of safety, health and wellbeing lies with all Executive Directors and Managers. High standards in this area are deemed to be of equal importance with quality, production and the achievement of commercial targets.

This Policy will be reviewed to ensure that Jodoa’s Health and Safety Management System is effective, consistently implemented and continually improved.