



Plenser

Waste Management

Compliance, Traceability and Reliability.

HEALTH & SAFETY POLICY STATEMENT

The following is a formal statement of the Health & Safety Policy of Plenser Waste Management Limited, in accordance with the Occupational Safety and Health Act (OSHA) 2007 and all applicable Kenyan legislation governing the handling, treatment, and disposal of hazardous waste.

It is the policy of Plenser Waste Management Limited to ensure, so far as is reasonably practicable, the health, safety, and welfare of all employees, contractors, clients, and any other persons who may be affected by our activities – including visitors to our incineration facility, staff at client sites during waste collection, and the communities surrounding our operations.

Plenser Waste Management Limited acknowledges that the effective management of health and safety is fundamental to the success of our business. We handle some of Kenya's most hazardous materials daily – infectious waste, sharps, pharmaceutical chemicals, pathological tissue, and industrial by-products. This reality makes health and safety not simply a legal obligation, but the moral foundation of everything we do. Our people go home safely. Our clients trust us to protect their staff and communities. Our operations do not harm the environment we are committed to protecting.

Management will implement, maintain, and continually improve this Health & Safety Policy. We will measure, monitor, and revise our approach through an annual review to ensure standards are not only met but consistently raised. Adequate financial and human resources will be allocated to meet our health and safety obligations – without compromise.

The management of Plenser Waste Management Limited regards the promotion of health and safety as a shared objective between leadership and all staff. It is our policy to do all that is reasonably practicable to prevent personal injury, work-related illness, and damage to property. We will protect everyone — employees, contractors, visitors, clients, and members of the public – from any foreseeable hazard arising from our activities.

All Plenser Waste Management employees have duties under OSHA 2007 and are required to take due care of their own health and safety and that of others who may be affected by their actions or omissions. Employees are required to co-operate fully with management in implementing this policy, to use all provided safety equipment correctly, and to report any hazard, incident, or near-miss without delay. Plenser Waste Management will maintain open and regular consultation with all staff to ensure their views and recommendations are heard and acted upon.

Plenser Waste Management Limited will take a systematic approach to identifying hazards, assessing risk, and implementing appropriate controls across all operational activities — waste collection, transport, incineration, and advisory services. We will provide safe places of work, safe systems of work, safe equipment and machinery, proper handling procedures for all hazardous materials, and ensure that appropriate information, instruction, training, and supervision is provided to every member of our team.

We regard all health and safety legislation as the minimum standard. Our ambition is to exceed it — and to build a culture where every member of the Plenser team is empowered to work safely, speak up about risks, and take pride in being part of an organisation that genuinely puts people first.

Approved by: Eng. Faridah Odhiambo

Position: CEO

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Review Due: 06/08/2027

