

VERSION NO. 1	MANUAL TITLE SUSTAINABILITY POLICIES	DOCUMENT NO. SUST-POL-015
	DOCUMENT NAME OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY	REVISION NO. 0
		EFFECTIVITY DATE SEPTEMBER 07, 2026
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1.0 INTRODUCTION

D.M. Wenceslao & Associates, Inc. (DMW) prioritizes the health, safety, and well-being of employees, contractors, and all individuals who may be affected by its operations.

DMW is committed to providing a safe and healthy workplace, preventing work-related injuries, illnesses, and incidents, and promoting a culture where health and safety are integrated into daily operations and decision-making.

This Policy establishes DMW's commitments, programs, responsibilities, and governance approach relating to occupational health and safety.

2.0 OCCUPATIONAL HEALTH AND SAFETY COMMITMENTS

2.1 Safe and Healthy Workplace

2.1.1 DMW seeks to provide and maintain safe and healthy working conditions across its operations, projects, facilities, and workplaces.

2.1.2 The Company is committed to preventing workplace injuries, illnesses, incidents, and unsafe conditions through proactive management of occupational health and safety risks.

2.2 Compliance with OHS Requirements

2.2.1 DMW complies with applicable occupational health and safety laws, regulations, and requirements relevant to its operations.

2.2.2 The Company seeks to align its occupational health and safety practices with recognized occupational health and safety principles and standards, including ISO 45001 principles where appropriate.

2.3 Consultation and Participation

2.3.1 DMW encourages active participation by employees and contractors in occupational health and safety activities.

2.3.2 Employees and contractors are encouraged to provide feedback, identify hazards, report safety concerns, and contribute suggestions for improving workplace safety.

2.3.3 Feedback and recommendations received from employees and contractors may be considered in the review and improvement of health and safety practices.

2.4 OHS Objectives and Performance Improvement

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2.4.1 DMW seeks to establish, monitor, and periodically review occupational health and safety objectives, targets, and performance indicators to support continual improvement.

2.4.2 Occupational health and safety performance indicators may include workplace incidents, injuries, work-related illnesses, training participation, safety observations, safe man-hours, emergency preparedness activities, and other relevant measures.

2.4.3 The Company periodically evaluates progress against established objectives and targets and implements improvement actions where appropriate.

2.5 Continual Improvement

2.5.1 DMW is committed to continually improving the effectiveness of its occupational health and safety management practices.

2.5.2 Occupational health and safety risks, controls, programs, and procedures shall be reviewed regularly to support safer workplaces and improved performance.

3.0 OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

3.1 Risk and Hazard Assessments

3.1.1 DMW conducts periodic occupational health and safety risk assessments and job hazard analyses to identify, assess, and manage workplace hazards.

3.1.2 Identified risks may be evaluated, prioritized, and addressed through preventive and corrective action plans.

3.2 Preventive and Corrective Action

3.2.1 Preventive measures shall be implemented to reduce identified occupational health and safety risks.

3.2.2 Corrective actions may be implemented where incidents, hazards, non-compliance issues, or improvement opportunities are identified.

3.2.3 Action plans may be monitored to support effective implementation and continuous improvement.

3.3 Emergency Preparedness and Response

3.3.1 DMW maintains emergency preparedness and response measures designed to protect employees, contractors, visitors, and other affected stakeholders.

3.3.2 Emergency preparedness activities may include:

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- Fire drills;
- Evacuation drills;
- Emergency response coordination;
- Emergency equipment inspections;
- First-aid preparedness; and
- Site-specific emergency procedures.

3.4 Incident Reporting and Investigation

- 3.4.1 Employees and contractors are encouraged to promptly report workplace incidents, injuries, illnesses, near misses, hazards, and unsafe conditions.
- 3.4.2 Work-related incidents, injuries, illnesses, near misses, and significant safety concerns may be reviewed and investigated to determine root causes and identify preventive and corrective actions.
- 3.4.3 Lessons learned from investigations may be used to strengthen occupational health and safety controls and prevent recurrence.

3.5 Occupational Health Programs

- 3.5.1 DMW may implement occupational health programs intended to support employee and contractor well-being.
- 3.5.2 Such programs may address:
- Drug-free workplace initiatives;
 - HIV/AIDS awareness and prevention;
 - Tuberculosis prevention and control;
 - Hepatitis B prevention and control; and
 - Other occupational health concerns relevant to the workforce.

3.6 Training and Awareness

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3.6.1 DMW seeks to provide occupational health and safety training and awareness activities to employees, contractors, and other relevant parties.

3.6.2 Training may cover:

- Workplace hazards;
- Emergency response;
- Incident reporting;
- Safe work practices;
- Regulatory compliance; and
- Other occupational health and safety topics.

3.7 Internal Inspections and Monitoring

3.7.1 DMW may conduct workplace inspections, safety reviews, monitoring activities, and audits to evaluate compliance and identify improvement opportunities.

3.7.2 Findings from inspections and reviews may be used to support continuous improvement of OHS processes and controls.

4.0 CONTRACTORS, SUPPLIERS, AND PROCUREMENT

4.1 Contractors and Service Providers

4.1.1 Contractors, consultants, and service providers working on behalf of DMW are expected to comply with applicable occupational health and safety requirements and support DMW's OHS commitments and site-specific safety requirements.

4.1.2 DMW encourages contractors to maintain safe working practices and support the Company's occupational health and safety objectives.

4.2 Procurement and Contractual Requirements

4.2.1 Occupational health and safety considerations may be incorporated into procurement activities, contractor management processes, and contractual requirements where appropriate.

4.2.2 Suppliers, contractors, and service providers may be required to comply with applicable health and safety requirements and site-specific safety procedures.

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5.0 GOVERNANCE AND ACCOUNTABILITY

5.1 Roles and Responsibilities

- 5.1.1 Executive Management, Human Resources, Construction Group, and other relevant functions are responsible for supporting implementation of this Policy.
- 5.1.2 Employees and contractors are expected to comply with occupational health and safety requirements, participate in training and safety programs, and report unsafe conditions and incidents.
- 5.1.3 Senior Management oversees implementation of this Policy and supports the promotion of a strong occupational health and safety culture throughout the organization.

6.0 GOVERNANCE AND REVIEW

6.1 Legal Compliance and Best Practice

DMW complies with applicable occupational health and safety laws and regulations and seeks to adopt recognized occupational health and safety best practices where appropriate.

6.2 Monitoring and Continuous Improvement

The Company periodically reviews occupational health and safety risks, programs, controls, performance indicators, and initiatives to support continual improvement.

6.3 Management Oversight

Senior Management oversees implementation of this Policy and supports the achievement of occupational health and safety objectives and performance improvements.

6.4 Annual Review

This Policy shall be reviewed annually and updated as necessary to reflect changes in operations, regulatory requirements, workplace risks, technological developments, and emerging best practices.

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