

## **HEALTH AND SAFETY POLICY.**

As the President of UPU Industries, Inc. I recognize the company's responsibility to all employees and intend to maintain safe and healthy working conditions, equipment and safe systems of work. The company will provide such information, training and supervision as necessary in order to meet this commitment.

I will ensure that the company complies with all compliance obligations in relation to the health and safety hazards.

I will do whatever is so far as reasonably practicable to ensure that the health and safety of persons other than employees are not put at risk by the company's activities.

The company will measure health and safety performance regularly by means of an auditing and inspection program to ensure that policy and practices are effective.

Change is an inevitable factor for all organisations with many internal and external influences and for this purpose we will fully utilise the Management of change process in line with our ISO Standards.

The company is committed to continual improvement in its health and safety standards and will do this by documenting Health and Safety objectives and improvement program.

It is our policy to do all that is reasonably practicable to prevent accidents and cases of work-related ill health and provide adequate control of health and safety risks arising from work activities.

I expect co-operation from all my managers and employees to ensure my commitment to maintaining a safe and healthy workplace is met.

I also expect every employee to take reasonable care of themselves and others who may be affected by their actions or omissions at work, in particular by:

- Reporting incidents that may or have led to injury to all those working for and on behalf of the company or cause damage to company property and equipment.
- Complying with the organisations written instructions.
- Not interfering with, or misusing anything provided in the interest of health and safety.

I will ensure that all employees are consulted when any changes to work activities have health, safety or welfare implications.

To ensure the policy is effective, we will review it annually or upon significant changes in our business. It is a publicly available document and is communicated to all employees.



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Philip Orr  
President

Date: 08-31-21

