



DOCUMENT TEC/HSE/01 · REVISION 01

Health, Safety and Environmental Policy

POLICY STATEMENT

TITANCORE Engineering Company Limited supplies electrical, structural, plumbing, lighting and site equipment, and provides maintenance support, to construction, industrial, mining, oil and gas and public sector clients in Tanzania. Our work takes our people onto other companies' sites, onto public roads, and into contact with materials and equipment that can cause harm if they are handled badly.

We accept that nothing we supply and no delivery we make is worth an injury. The Board of TITANCORE commits the company to preventing injury and ill health to our employees, our clients' personnel, our subcontractors and the public, and to preventing damage to the environment in which we operate.

To give effect to this commitment, TITANCORE will:

- Comply with the Occupational Health and Safety Act No. 5 of 2003, the Environmental Management Act No. 20 of 2004, the Workers Compensation Act No. 20 of 2008, the Employment and Labour Relations Act No. 6 of 2004 and all other applicable Tanzanian law.
- Comply fully with the health, safety and environmental rules of every client site we enter and treat the stricter of the client's rules or our own as the standard that applies.
- Identify the hazards in our activities, assess the risks and put controls in place before work starts, not after an incident.
- Provide our employees with the training, information, supervision and personal protective equipment they need to work safely at no cost to them.
- Supply only genuine goods that meet the specified standard, because substandard electrical and mechanical products are themselves a safety hazard for the client.
- Report, record and investigate every incident and near miss, and act on what we learn.
- Give every employee the authority to stop work that they believe is unsafe, without fear of blame or penalty.
- Reduce waste, prevent spills and dispose of packaging and waste responsibly.
- Review this policy at least once a year and whenever our activities change.

This policy is communicated to all employees and subcontractors, is displayed at our premises, and is available to any client, regulator or member of the public on request. Responsibility for health and safety rests with me as Managing Director; responsibility for its day-to-day implementation rests with the Operations and Technical Manager.

Managing Director

Date: 10.08.2026



PART 2 · HSE MANAGEMENT ARRANGEMENTS

How We Put the Policy into Practice

1 Scope

These arrangements apply to all TITANCORE employees, temporary personnel and subcontractors, in our premises and stores, on the road, and on any client site we enter. Where a client operates its own HSE management system such as mining, oil and gas operators do, that system takes precedence, and our people work to it. Where our own standard is stricter, we apply ours.

2 Responsibilities

ROLE	RESPONSIBILITY
Managing Director	Overall accountability for HSE. Provides the budget for PPE, training, insurance and equipment. Signs and reviews this policy. Ensures HSE performance is discussed at management level.
Operations and Technical Manager	Day-to-day implementation. Carries out risk assessments, briefs personnel before deliveries and site visits, verifies that client site requirements are met, maintains PPE and training records, and leads incident investigation.
Administration	Maintains HSE records, insurance and statutory registration documents, training certificates and the incident register, and makes them available for client audit.
All employees and subcontractors	Work to this policy and to client site rules. Use the PPE provided. Report hazards, incidents and near misses immediately. Stop work that is unsafe.

3 Hazard identification and risk assessment

Before any delivery, site visit or maintenance task, the Operations and Technical Manager review the task against the hazards it presents and agrees the controls. The assessment considers the site, the load, the route, the equipment, the people and the client's own requirements. Records are kept and made available to the client on request.

The principal hazards in our activities are road transport, manual handling and lifting, working on live or unfamiliar client sites, working at height when delivering to elevated areas, electrical hazards during testing and maintenance, and environmental release from packaging, batteries and fluids.

4 Road transport and journey management

Road transport is the largest single risk we carry. Deliveries to mine sites and gas facilities involve long distances, mixed road conditions and site traffic rules that differ from public roads. We therefore:

- Use only licensed drivers holding a valid licence for the class of vehicle, with defensive driving training where the client requires it.
- Keep vehicles inspected, insured and roadworthy, with a documented pre-journey check before every long-distance delivery.



- Plan journeys in advance, agree arrival times, and avoid night driving on long rural routes wherever the schedule allows.
- Secure and restrain all loads and observe axle and load limits.
- Prohibit mobile telephone use while driving and prohibit driving under the influence of alcohol or drugs.
- Observe client site speed limits, traffic management plans, escort requirements and journey management procedures without exception.

5 Personal protective equipment

TITANCORE provides, at no cost to the employee, the PPE appropriate to the task: safety footwear, high-visibility clothing, hard hat, gloves, eye protection, hearing protection and, where the client requires it, coveralls, flame-retardant clothing and gas detection. PPE is inspected, replaced when damaged, and its issue is recorded. Personnel entering a mine or petroleum facility comply with that operator's specific PPE matrix.

6 Manual handling and lifting

Materials such as cement blocks, pipes, distribution boards, doors and appliances present manual handling risk. Loads are assessed before lifting, mechanical aids and additional personnel are used where the load requires it, and personnel are instructed in safe lifting technique. Lifting equipment used for offloading is inspected and certified and lifting operations on client sites are conducted under the client's permit and lifting plan.

7 Working on client sites

Our personnel do not enter a client site without completing that site's induction. We comply with permit-to-work systems, isolation and lock-out requirements, hot work and confined space controls, gate and security procedures, and any drug and alcohol testing regime the client operates. Where a task falls outside our competence or authorisation, we stop and refer it to the client rather than proceed.

8 Electrical Safety

Electrical testing and maintenance are carried out only by competent personnel using calibrated instruments and insulated tools, under the client's isolation and permit arrangements. Live working is not undertaken. Test instruments are maintained and calibration records retained. Products supplied are specified to the correct rating, standard and enclosure protection for the environment in which they will be installed.

9 Incident reporting and investigation

All incidents, injuries, near misses, spills, property damage and dangerous occurrences are reported to the Operations and Technical Manager immediately and recorded in the incident register. Incidents are investigated to establish cause, corrective action is assigned with an owner and a date, and the lessons are communicated to all personnel. Statutory notifications are made to OSHA and to the client as required, within the required timeframes.

10 Emergency preparedness

Personnel are briefed on emergency procedures, muster points and emergency contacts for each site before they attend. Vehicles carry a first aid kit and fire extinguisher. In an emergency on a client site, our personnel follow that site's emergency plan and report to its emergency controller.



11 Training and competence

No person is assigned a task for which they are not trained and competent. Training records are maintained for induction, HSE awareness, defensive driving, manual handling, first aid, fire response and any client-specific training. Records are available for client verification.

12 Health, fitness, alcohol and drugs

TITANCORE operates a zero-tolerance position on alcohol and drugs during working hours and while driving or on client premises. Personnel attending mine and petroleum facilities comply with the operator's medical fitness and testing requirements. Employees are covered under the Workers Compensation Fund in accordance with the Workers Compensation Act.

13 Environmental management

We reduce environmental impact by minimising packaging waste, returning pallets and packaging where practicable, segregating waste, and disposing of batteries, lamps, oils and electronic waste through authorised handlers rather than general waste. Spill control materials are carried where fluids are transported. On client sites we comply with the operator's environmental management plan and waste segregation requirements.

14 Subcontractors and suppliers

Subcontractors are selected in part on their HSE performance and are required to work to this policy and to the client's site rules. Their competence, insurance and equipment certification are verified before engagement, and their performance is monitored while they work under our contract.

15 Monitoring, measurement and review

HSE performance is monitored through incident and near-miss records, delivery and site-visit observations, vehicle inspection records, training compliance and client feedback and audit findings. This policy and these arrangements are reviewed at least annually by the Managing Director and the Operations and Technical Manager, and revised whenever our activities, our clients' requirements or the law change.

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