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## IBEDC OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

Ibadan Electricity Distribution Company Plc (IBEDC) is committed to providing and maintaining a safe and healthy workplace for all workers, contractors and interested parties. The Management is committed to providing the necessary financial, physical, and human resources required to foster a strong safety culture while also integrating industry best practices into its core business model, operational planning, and project implementation.

As part of our overarching sustainability and risk management framework, IBEDC aims to align its Occupational Health and Safety Management System (OHSMS) with the principles and requirements of the ISO 45001:2018 Standard, ensuring a proactive approach to identifying and managing health and safety risks across all organisational levels.

This Policy applies to all IBEDC Operations, locations and activities under her control.

### IBEDC is therefore committed to:

- Eliminating and/or minimising OH&S hazards and risks at the workplace through targeted communication, regular training, effective feedback, and provision of materials and equipment to foster workplace safety culture.
- Ensuring full compliance with applicable local, national, and international health and safety legislation, standards, codes of practice, and other relevant requirements.
- Continuous training, consultation and active participation of workers and other interested parties regarding matters of OH&S, to promote understanding, cooperation and communication of its Occupational Health and Safety Management System (OHSMS).
- Driving continual improvement of the OHSMS by setting measurable key performance indicators (KPIs) such as capacity building rates, record of Toolbox talks, incident rates, safety meetings, etc., for monitoring and evaluating the Occupational Health and Safety Management System.
- Ensuring effective communication of its OHS strategies, with a clear definition of roles and responsibilities across functional levels for proper responsibility and accountability.
- Establishing and maintaining effective emergency response and preparedness procedures to mitigate the impact of emergencies, including regular drills, training, and the provision of necessary resources to ensure a swift and coordinated response.

### The HSE Subdivision is responsible for the implementation of this policy across all organisational levels.

#### Workers shall therefore:

- Prioritise Health and Safety requirements and support the enforcement of IBEDC's Occupational Health and Safety (OH&S) Policy and other related policies.
- Conduct hazard and risk assessments before commencing a task or project, and ensure all identified risks are mitigated before work begins, ensuring their safety and that of others.
- Identify and report potential Health and Safety hazards during their daily activities.

While IBEDC Management holds ultimate responsibility for OH&S, its effectiveness depends on the active participation and commitment of all employees and stakeholders. This policy shall be communicated to all workers and stakeholders, reviewed annually, and updated as necessary to reflect changes in regulatory or operational requirements.

Mr. Deolu Ijose  
Managing Director