



## HSSE MANAGEMENT POLICY (Health, Safety, Security & Environment)

### LEGEND CONSTRUCTION LTD

**Head Office:** Kwembe, Amani Street, near Ubungo Municipal Office, Dar es Salaam.

**Registration:** Civil Class V (C5/1932/12/2025) | Building Class V (B5/2004/12/2025).

#### 1.0 POLICY STATEMENT

At Legend Construction Ltd, we recognize that our people, our reputation, and our assets are our most valuable resources. We are committed to conducting our business in a manner that protects the health and safety of our employees, secures our operations from external threats, and minimizes our impact on the Tanzanian environment.

Our operational philosophy is simple: "No job is so urgent that we cannot take time to do it safely, securely, and responsibly."

We commit to:

- a) Health & Safety: Pursuing a goal of "Zero Harm" to people.
- b) Security: Protecting our personnel, physical assets, and information from theft, violence, or malicious damage.
- c) Environment: minimizing waste, pollution, and environmental degradation.
- d) Compliance: Strictly adhering to the Occupational Health and Safety Act (2003), Environmental Management Act (2004), and other applicable Tanzanian laws.

#### 2.0 HEALTH AND SAFETY COMMITMENTS

To ensure the well-being of our workforce, Legend Construction shall:

- a) Risk Management: Conduct Hazard Identification and Risk Assessments (HIRA) prior to all major activities (e.g., Excavation >1.5m, Working at Heights).
- b) PPE: Provide mandatory Personal Protective Equipment (Helmets, Boots, High-Vis Vests) to all staff and enforce its use without exception.
- c) Training: Ensure all operators of plant machinery (e.g., Excavators, Mixers) are certified and competent.
- d) Medical Readiness: Maintain fully stocked First Aid kits on all sites and ensure trained first aiders are present during working hours.
- e) Stop Work: Empower every employee with the authority to stop work immediately if they perceive an imminent danger.

#### 3.0 SECURITY COMMITMENTS

We recognize that construction sites are targets for theft and unauthorized access. To secure our operations, we shall:

- a) Access Control: Strictly control entry to all sites. Visitors must sign in, show ID, and be escorted at all times.
- b) Asset Protection: Secure all owned equipment (e.g., Theodolites, Vibrators) in locked stores at the end of every shift.
- c) Fleet Security: All mobile plant (e.g., Volvo Bowser, Tippers) must be parked in designated secure zones with keys removed and cabs locked.
- d) Personnel Security: Maintain a zero-tolerance policy towards workplace violence, fighting, or intimidation. Background checks will be conducted on all security guards employed or contracted.
- e) Cyber Security: Protect client data, architectural drawings, and company financial records from unauthorized access or theft.



#### 4.0 ENVIRONMENTAL COMMITMENTS

We act as stewards of the environment in the communities where we build. We shall:

- a) Pollution Prevention: Utilize our Water Bowser to suppress dust on access roads to prevent community nuisance.
- b) Spill Containment: Ensure all refueling of generators and mixers is done over drip trays. Spill kits must be available on site.
- c) Waste Management: Segregate construction waste (Concrete vs. Plastic) and ensure responsible disposal at municipal dump sites.
- d) Resource Efficiency: Minimize the wastage of water and building materials (timber/steel) through precise quantity surveying and site management.

#### 5.0 ALCOHOL AND DRUGS

Legend Construction is a drug-free workplace.

- a) The possession, use, or distribution of illegal drugs or alcohol on company premises is strictly prohibited.
- b) Random testing may be conducted on operators of heavy machinery. Any employee found unfit for duty due to substance abuse will face immediate disciplinary action.

#### 6.0 IMPLEMENTATION AND RESPONSIBILITY

- a) Managing Director: Has ultimate accountability for HSSE performance and resource allocation.
- b) Project Manager: Responsible for the implementation of this policy on specific project sites.
- c) Site Supervisors: Responsible for daily enforcement (Toolbox Talks, PPE Checks, Security Logbooks).
- d) Employees: Responsible for their own safety and the security of the tools issued to them.

#### 7.0 CONTINUOUS IMPROVEMENT

We shall review this policy annually to ensure it remains relevant to our operations and compliant with changing legislation. We will set annual HSSE targets (e.g., "Zero Lost Time Injuries") and measure our performance against them.

Authorized by:

