



OCCUPATIONAL HEALTH AND SAFETY POLICY

Introduction	<p>MPOI believes that its team is its biggest asset, thus MPOI is completely committed to ensure and preserve a great work environment. MPOI shall make every effort to minimize any foreseeable risk that could incur in the workplace. This shall also involve residents residing next to MPOI's operations. MPOI has established this Health and Safety Policy to convey its commitment and expectations to its employees as well as all other relevant stakeholders affected by MPOI's business operations.</p>
Guiding Principles	<p style="text-align: center;">Safety and Health</p> <p>MPOI follows high standards of protective guidelines. Occupational Safety and Health protocols are taken very seriously in the workplace. This applies to all MPOI employees, locals residing next to MPOI's operations, as well as visitors and subcontractors that may be affected by the company's operations. MPOI's Safety and Health Guiding Principles are broken down hereunder:</p> <ul style="list-style-type: none"> ✦ MPOI shall try to certify as much as it can that its premises are well equipped and do not pose any threat or risk to the safety and health of its employees. ✦ MPOI shall ensure that proper training programs are offered to employees in order to help them understand how hazardous situations can be prevented and how to safely protect their safety and health in the workplace. ✦ Personal protective equipment to be available to all employees in the workplace and compulsory in some operations. ✦ MPOI to safeguard preventative and protective measures to reduce risks as much as possible in its workplace and for affected residents. ✦ All employees should maintain appropriate emergency plans and response procedures. ✦ MPOI to manage and track occupational injuries or illness. ✦ Health coverage shall be provided by MPOI to all its employees in the event of a work-related accident. This includes compensation for the accident. <p style="text-align: center;">Hygiene</p> <p>MPOI is committed to maintaining high standards of personal and operational hygiene to safeguard the health and wellbeing of all staff members as well as visitors.</p> <ul style="list-style-type: none"> ✦ All employees shall have access to clean toilet facilities. ✦ All employees to always have access to disinfectants products. ✦ All employees shall have access to sanitary food preparation and storage facilities.

Reduce Exposure to Hazardous Substances

MPOI is committed to minimizing the exposure of hazardous substances and their potential risks and effects on both humans and the environment. Therefore, MPOI shall ensure that all hazardous substances are stored and handled safely. To that end:

- MPOI shall ensure that chemical substances are stored in separate storage areas. Purge or ventilate storage areas shall be separate from the rest of the workplace.
- MPOI to eliminate the use of chemicals categorized as Class 1a or 1b by the World Health Organization, which are chemicals classified as extremely and highly hazardous.
- MPOI to only use registered pesticides approved by local authorities. The use of pesticides should also be very limited.
- All chemicals should be labeled in accordance with national and international guidelines.
- Employees with special conditions should not be exposed to chemicals. This includes pregnant women.
- MPOI shall thoroughly train employees in handling safety procedures.

Procedures

1. Creating a healthy and safe working environment for all employees and surrounding communities.
2. A zero-tolerance attitude that will be taken and cultivated to any work practice and/ or condition that may risk injury or ill health to people working under the control of the company.
3. To continuously conduct risk assessments, risk control, as well as identify hazards linked to the health and safety of the people, property, and environment.
4. Ensure compliance with current applicable occupational health and safety standards.
5. Ensure training is done to new employees regarding the occupational health and safety hazards to ensure they understand the possible risks associated in the workplace.
6. Continuous training to existing employees regarding occupational health and safety hazards, risks, and relevant control measures to make sure all employees are trained on any old and newly identified risks.
7. Strive to reduce and reuse waste generated from the mill and the plantation as part of the management waste management strategy.
8. Internal and external performance measurement monitoring to audit the existing occupational health and safety management system and ensure that their risk control is achieved.
9. The review of performance measurement results to ensure the occupational health and safety management system is sustainable, adequate, and effective.

Approved by:

Mr. Assad Fadel, CEO

Date:

28/04/23

