



OCCUPATIONAL HEALTH & SAFETY POLICY

1.0 Mission Statement

Lawfields Attorneys acknowledges its responsibility to provide and maintain a working environment that enables employees, customers, contractors, suppliers and visitors, to achieve our vision of 'Work Safely Today and Everyday'.

We are committed to:

- ♣ Full compliance with all relevant legislation and regulations.
- ♣ Effective management, with Partners level oversight of our OHS performance.
- ♣ Transparent communication and engagement in relation to our OHS performance with internal and external stakeholders.
- ♣ Striving for continual improvement of our occupational health and safety performance, with Partners level oversight of this performance.

2.0 Policy

To meet the requirements of our mission statement, we commit to:

- ♣ Meet or exceed all applicable regulatory requirements of the jurisdictions in which we operate. In the absence (or lack) of appropriate legislation, best practices and standards will be used.
- ♣ Establish and maintain at all of our operations, Occupational Health and Safety (OH&S) management systems that facilitate a structured approach to mitigate safety and health risks.
- ♣ Provide the leadership and resources required to ensure the effectiveness and sustainability of the OH&S management system.
- ♣ Promote a safety culture that encourages people to proactively manage health and safety risks through education, instruction, information and supervision, thus preventing injuries and illnesses.

In carrying out this Policy, we will:

- ♣ Immediately eliminate or control all serious hazards (hazards that will cause or are likely to cause death or serious physical harm) through a hierarchy of controls.
- ♣ Clearly define and communicate to employees, contractors, visitors, and suppliers (at each level) their responsibilities with respect to OH&S.
- ♣ Maintain equipment and all infrastructure in a safe condition with documented safe work procedures, practices and record management systems.
- ♣ Ensure the participation and consultation of workers, and their representatives (when applicable) in the decision-making process for OH&S matters.
- ♣ Routinely monitor and review the OH&S management systems and set performance objectives at all levels and functions to ensure continuous improvement within our operations.
- ♣ Communicate this Policy to our partners, employees, contractors, sub-contractors, local communities and other stakeholders affected by our operations, and make it available to the public.

3.0 Scope of Policy

This Policy is applicable to the entire workforce of Lawfields and its subsidiaries, including senior executive, financial officers, contractors and members of the Firm's Senior Management. This policy is applicable to all our offices and external/field activities where Lawfields has operational control. At joint ventures where Lawfields does not have full operational control, we will use this policy to guide our approach, but the policy may not be applied if an individual subsidiary office/branch has its own occupational health & safety policy in place.

Adopted by the Firm's Board of Partners on October 23, 2020.



Honest Joseph Lugalla
MANAGING PARTNER