



IBB INTERNATIONAL LIMITED

ENVIRONMENTAL HEALTH AND SAFETY POLICY



EXECUTIVE SUMMARY AND POLICY BRIEF.

IBB International Limited is committed to maintenance of a sociable, healthy and safe work environment for its employees and all persons affected in its projects. To achieve this, our company will run and implement this Social, Environmental, Health and Safety Policy to protect employees and Stakeholders from project risks and hazards.

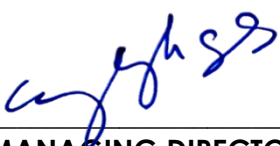
Workers shall be provided with adequate training and instruction in social, environmental, health and safety requirements in order to execute their duties in all work sites with minimal risk of exposure. Management takes responsibility for implementing this Social, Environmental Health and Safety Policy. We at IBB International Limited shall conduct periodic reviews of this policy for its operationalization and effectiveness by equipping workers with the necessary knowledge and skills to enforce compliance.

Component Supervisors take responsibility for ensuring that Plant, Equipment and Machinery required for use in a given operation are in good working order and that workers and stakeholders comply with the laid down safe work practices.

Supervisors also take responsibility for the orientation and regular training of all workers and stakeholders on safe work regulations and practices.

Participating in inspections and investigations related to ESHS, reporting any safety or health hazards and instituting remedial measures to address unsafe acts and conditions.

Individual workers are responsible for studying and complying with this policy and other safe work procedures; correcting hazards or reporting them to supervisors; participating in inspections and investigations where necessary; ensuring personal safety by using protective gear as required and contributing to creation of a safe workplace by recommending ways to improve the Social, Environmental, Health and Safety safeguard programs.



MANAGING DIRECTOR

1. INTRODUCTION

This policy is designed to mitigate Environmental of accidents and occupational illness and injury for workers and **Stakeholders** and the general public in relation to the project activities of **IBB International Limited** works for the quarry site.

The Policy is established in accordance with the international regulations pertaining to our industry best practices set and encompasses three thematic areas of Occupational Health and Safety; HIV/AIDS and STD prevention and equal opportunities and Gender considerations.

Commitment Statement from Management

At **IBB International Limited**, the lives and health of our staff and the public it serves through its construction activities is highly valued. Our commitment to Social-Health and Safety is realized through active participation and proactive sensitization of the stakeholders particularly in those project communities to be vigilant and uphold the safety guidelines stipulated in our ESHS Policy.

IBB INTERNATIONAL LIMITED commits to avail the required resources and time to ensure that the measures presented in this Policy are implemented to the latter to minimize risks and protect our employees and the public from Health and safety hazards in the course our projects execution.

IBB INTERNATIONAL LIMITED commits to make available the policy to all workers and Stakeholders so that they can read, understand and be compliant.

1.1 Purpose of the Policy

To provide a conducive and safe working environment for project staff while ensuring a safe environment for community health and safety as guided by national and international best practices and regulatory frameworks.

Objectives of the Policy

- I. To demonstrate the IBB International Limited's commitment to implementing environmental and social safeguards
- II. To provide a framework on which specific project related specific environmental, social and health management plans are premised.
- III. To Sensitize and provide guidelines for a safe working environment for employees and Stakeholders and provide knowledge about potential workplace risks and develop preventive strategies against them.
- IV. To minimize financial losses to company and our clients resulting non compliances to environmental and social safeguards.
- V. To implement project mitigation measures with the aim of combating environmental degradation effects that can contribute to climate change.

2. ROLES AND RESPONSIBILITY FOR THE ESHS CATEGORIES.

The responsibilities of each category of stakeholder are as follows;

SN.	Stakeholder Category	Roles and Responsibilities
a)	Clients	<ul style="list-style-type: none"> ▪ Have well serviced equipment ▪ Provide Safety gear to the Drivers ▪ Ensure the Driver are will regulated and licensed ▪ Shall not carryout maintenance work on Quarry premises ▪ Shall ensure occupants are well identified and more that 2 per truck ▪ Equipment shall license and insured
b)	Regulatory Authorities	<ul style="list-style-type: none"> ▪ License the Quarry operations ▪ Review and approve necessary documents including ESIA's, RAP reports, ESMP's ▪ Issue and renew permits ▪ Provide guidelines for site operations ▪ Carryout routine monitoring for compliance
c)	Site Operator/Owner	<ul style="list-style-type: none"> ▪ Secure the necessary permits ▪ Undertake necessary studies ▪ Put in place mitigation measures as identified in studies ▪ Maintain plant and equipment in good working conditions ▪ Equip workers with tools and skills in implementing social and environmental safeguards ▪ Report and maintain records of any incidents that may occur on site
d)	Safety, Health and Environmental Supervisor	<ul style="list-style-type: none"> ▪ Advise all employees on Environmental, health and safety matters. ▪ Coordinate the activities of the Organizational ESHS issues. ▪ Collect and analyze environmental health and safety statistical Data and formulation of timely reports. ▪ Conduct research on special problems. ▪ Organize health and safety training/sensitization for employees and Stakeholders. ▪ Regular inspection of the workplace/project area, correcting unsafe work practices and conditions (grievances). ▪ Reporting and investigating all accidents or incidents. ▪ Supporting day to day Environmental, health and safety activities such as ensuring personal protective gear is available. ▪ Providing general direction to supervisors, and workers about their responsibilities and roles in providing a safe and healthy working environment. ▪ Monitor and evaluate effectiveness of safety programs and procedures.
e) 01		
f)		<ul style="list-style-type: none"> ▪ Participate in joint health and safety committees. ▪ Understand and comply with all regulations pertaining to the workplace and follow safe work procedures. ▪ Report acts and conditions, injury or illness immediately, which can be avoided by proper use of personal protective equipment.

g)	Employees/ Workers	<ul style="list-style-type: none"> ▪ Cooperate with the officers carrying out occupational health and safety duties. ▪ Be alert to hazards, and report hazards or problems to the supervisor or employer. ▪ Use the protective gears provided. ▪ Perform work in a safe manner; not TO engage in work while impaired by alcohol, drugs, or other substances. ▪ Protesting to do work that they have reasonable cause to believe would create an undue hazard to their health and safety. ▪ Execute their duties responsibly to prevent danger to the Stakeholders and fellow employees.
h)	Project Community	<ul style="list-style-type: none"> ▪ Attend stakeholder engagements ▪ Observe and adhere to the guidance provided by the operator ▪ Report any non-compliances by the operator ▪ Protect children for hazardous sites ▪ Participate in grievance resolution ▪ Offer themselves to elected to GRC members

3. SCOPE OF THE ESHS POLICY AND STRATEGIES

The issues addressed include; Safety, Health, Social and Environmental risks at the project operational sites in general and these measures ensures the safety- health welfare of both employees and Stakeholders and Environmental safeguard at the site and Project affected areas.

They include both Administrative and Technical measures.

Sn	Issue/ Risk Identified	Mitigation Measure
A	HEALTH AND SAFETY	
01	Accidents and Injuries	Implement toolbox talks with drivers and operators on safe driving practices and plant optimal performances Regular servicing and maintenance of plants and equipment Introduce traffic management infrastructure Improving visibility and line of sight within the quarry premises
	Flying Stones and Loose debris	Ensuring that all the surrounding area has no occupants in a radius of 500m from the blasting site the day before blasting.
05	Equipment and chemical handling	Only workers who are duly trained and qualified to handle equipment, machinery and chemicals shall be allowed to carry out such assignments. We always Ensure that the equipment is maintained and serviced as per the Manufacturers specifications and National Regulations.
06	Staff Orientation and Training on Safety and Health	Professionals in relevant fields trains and orient regularly on the following issues; Insurance; Traffic and Road Safety; Emergency Response; First Aid; HIV/AIDS and STD prevention and awareness; Managing Personal Finance and Laws and Policies governing the conduct of construction workers.

07	Periodic safety committee meetings to discuss health and safety	We conduct monthly review meetings to study the reports of the safety officer's /project management team and respond to any emerging issues contained therein. In case an incident occurs, the meetings may be more frequent depending on the kind of response required.
08	Reporting and Investigation of accidents and other incidents	In order to take preventive action, all accidents are reported, such incidents are thoroughly investigated and appropriate action taken to ensure that no similar incidents occur.
09	Provision of Employee Safety Handbooks and Procedure Manuals	Handbooks and manuals defining Health and Safety responsibilities and safe work practices are produced and distributed to workers so that they are aware of their responsibilities in ensuring their and others' health and safety on the job.
10	Work Place Inspection	Regular workplace and equipment inspections shall be conducted in order to identify conditions/incidents with the potential to cause injury or disease to workers and corrective measures to prevent similar conditions/incidents are adopted.
11	Provision of Safety Gadgets	Adequate and appropriate personal protective gears are provided to all worker.
12	Hazard Elimination/Isolation Strategies	A hazard identification and risk assessments are conducted for each task to ensure that the ESHS Policy is responsive to the needs of all categories of workers in protecting themselves from actual hazards and that it is compliant with legal and policy requirements that govern ESHS. This is done continuously in different phases of the project using different approaches. Once established, measures are taken to eliminate or isolate the risks.
13	Camp site Sanitation and Health	We maintain good hygiene and sanitation practices such as providing for and ensuring proper use of toilets, providing safe drinking water, clearing bushes and other breeding areas for harmful insects around the residential camps to protect workers from illnesses resulting from the workplace environment.
14	Spillage of petroleum products	Fuels are transported, Kept and distributed in concealed fuel tanks and all mechanical repairs and service are strictly handled in designated workshops away from settlements
15	Noise, Dust and other nuisances to the workers and the public	Mechanical workshops strategically located away from the public and settlements, providing all field workers with ear plugs. Water spraying minimize dust pollution to workers and adjacent communities and workers shall be required to wear dust masks at all times while on duty.

16	Emergencies and First Aid	<p>All staff shall undertake first aid training. The project safety officers-Medical personnel are responsible for the first aid kit and this shall enable the provision of basic first aid on site. He/ESHS shall ensure that the first aid kit is well equipped.</p> <p>Related the above, fire extinguishers, the fire escape routes and other emergency response equipment are provided to ensure timely and appropriate response in case of emergencies including display of phone contacts for the police, fire brigade, and ambulance to be called in case of emergency.</p>
17	Documentation and reporting	<p>The safety officer/contract administrator shall ensure proper recording and documentation of issues spelt out in EHS issues such as incident/accident investigations minutes of committee meetings, updates or changes to the ESHS Policy and periodic evaluation reports on the outcome of the ESHS Policy. He /ESHS shall produce monthly reports that shall be reviewed in the safety committee meetings.</p>
B	ENVIROMENTAL	
01	Quarry pits Management	<p>We ensure that quarry sites have been granted necessary permits and Licenses of exploitation from NEMA and other relevant authorities. These shall be accessed by authorized personnel.</p>
02	Spoil Dumpsite and Materials Stockpile Areas	<p>We undertake all procedures during acquisition of such sites are; Ensuring that the proposed site is not close to water sources and wetland or river banks; Enter into negotiations and compensation to the landowner for borrowing and use of the land with agreement clearly stating the terms and conditions of borrowing; Acquire a No Objection Certificate from the Landowner for consent to allow for spoil dumping and material stockpiling; Get approval from NEMA; Submit all documents to obtain approval to commence dumping and stockpiling of materials; Utilize the borrow areas keeping in mind managing other aspects of environment, health and safety such as water resources conservation, dust abatement and safety management; Restoration and leveling of dumping sites to the satisfaction of the landowner and acquiring a Certificate of Environmental restoration after projects completion.</p>
03	Non-Hazardous Waste	<p>Waste bins are provided for the disposal of waste generated; Waste are segregated into three categories at source; organic, plastic and metal wastes; Hiring the services of licensed non-hazardous waste handlers; Schedule waste collection by the waste handling team and to be</p>

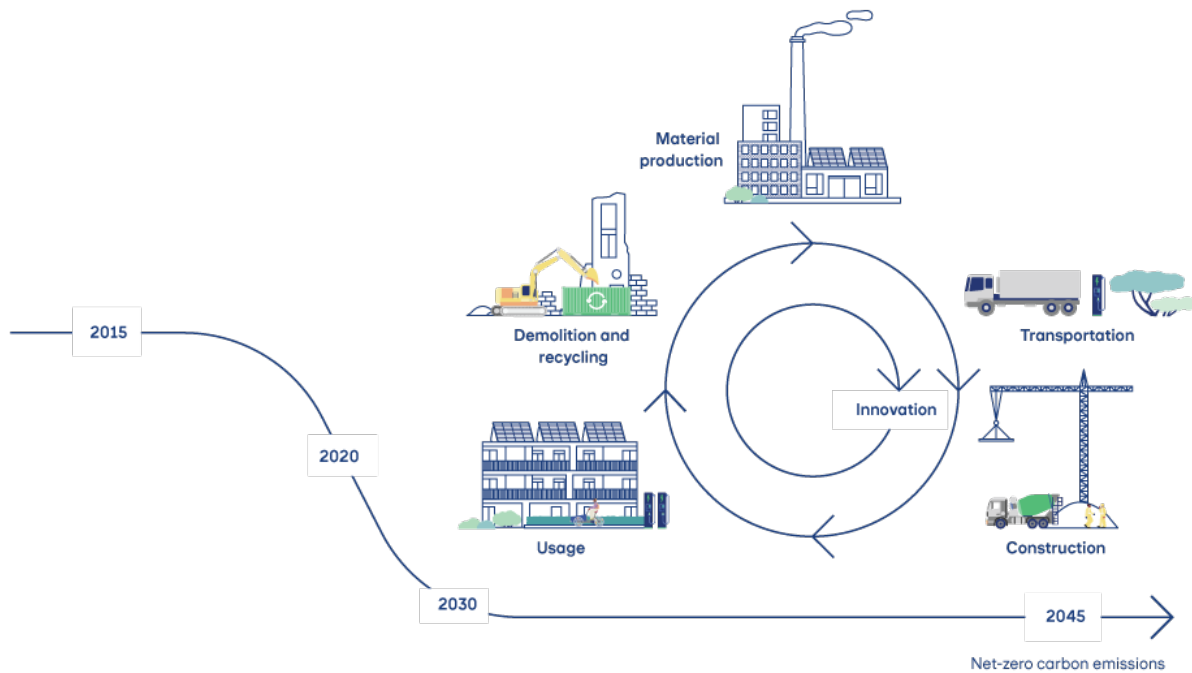
		<p>monitored; Organic waste are composted near the site office to enrich the soil for agriculture, while plastics and paper shall be taken to community dump-sites; Recycling and reuse is encouraged. What cannot be reused or recycled is dumped at designated sites; Topsoil removed is stockpiled and re-used to reinstate the borrow pit; Toilets and urinals shall be sited at least 100m from streams or drainage channel and decommissioned at the end of project; Waste are stored neatly in appropriate bins or stockpiles; in such a manner that storm water run-off does not wash away the waste into drains to Wetlands.</p>
04	Hazardous Waste	<p>The major hazardous waste anticipated during the course of the project includes; Fuels and Bitumen and other Materials that are hazardous to the environment, such as explosives, and lubricants are stored in protected areas. Storage of fuels and bitumen on concrete platforms to allow for containment and easy cleaning of spills. Storage areas are lined with leak proof membranes in sensitive areas. The equipment yards are designed and fitted with safety devices to avoid and minimize and control the effects of such substances. Precaution signs are installed at storage points for hazardous materials and cordoned off. We shall install asphalt batching plant on flat land, cleaned of vegetable topsoil, with suitable access for all types of vehicles, and far from urban settlements. When transporting mixed asphalt concrete, dump trucks are sealed to prevent material spillage. Mechanical workshops are built on concrete platform to allow for containment and easy cleaning of spills. Acquire permits for the storage, transport and disposal of such substances. Procure the services of a licensed hazardous waste handler to transport and dispose all hazardous wastes generated by the project.</p> <p>Prepare incident Report on all major oil and bitumen spillages. Construct of surface berms to interceptor/trap to intercept spills at most anticipated spill locations like refueling station and workshops.</p>
05	Loss of Trees and Vegetation Cover	<p>Extra precaution taken in accessing, exploiting and disturbance of areas with trees and well-established vegetation. Minimize removal of trees.</p>

		<p>Revegetation use of stockpiles soils during site clearance and importation of soils and grass as restoration measure.</p> <p>Plant new and replacing trees at an appropriate location.</p>
06	Water Resources, Erosion Control and Floods Management	<p>Stockpiling of material away from water bodies and drainage channels.</p> <p>Site for fueling of machinery and servicing of equipment are located at a minimum distance of 100m from water bodies, wetlands and drainage channels.</p> <p>Embankment erection around fueling and other liquid or spill able storage sites in order to limit or contain such material from escape to pollute water resources.</p> <p>Catch water drains (where applicable) are constructed to provided settling basins near water bodies to trap silt and debris from road surfaces and construction site run-off, before discharge to adjoining streams or rivers.</p> <p>Adequate side drains shall be provided to carry run-off into drainage channels to prevent erosion.</p> <p>Culverts of suitable capacity constructed to contain and direct flow to designated buffer Zones especially at peak flow sections for surface run-off.</p> <p>Slope protection of exposed surfaces due to project activities by grassing to control soil erosion.</p> <p>Construction of toilets and urinal at locations not less than 100m away from water bodies.</p>
07	Noise and Vibration	<p>Routine Equipment servicing strictly followed to ensure efficient machinery performance and optimum noise generation.</p> <p>Stationary equipment sited at safe distances from sensitive areas to minimize noise.</p> <p>Workers handling vibrating equipment are provided pads to absorb the vibrations</p>
	Air Pollution	<p>We ensure that all equipment and vehicular emissions comply with applicable Ugandan laws and regulations concerning exhaust emissions and the prevention and control of air pollution.</p> <p>Routine Equipment servicing strictly followed to ensure efficient machinery performance.</p>
C	SOCIAL	
	Spread of HIV and related STI	<p>Sensitization on meaning of HIV and STIs</p> <p>Causes and prevention measures</p> <p>Sensitization on medical services and treatment available</p> <p>Provision of condoms and sensitization on proper use</p> <p>Conduct routine HIV screening and counselling</p>

Child Labor	No employment of children on site Sensitization on dangers of child labor Implement a labor management plan
Sexual Harassment and abuse	Implement a sexual harassment and abuse policy Have work workers sign a code of conduct Sensitization and identification of sexual abuse indicators and behaviors
Gender based violence	Implement a gender management policy Sensitize both workers and community on causes and effects of gender-based violence Establish a campsite



Climate Change Policy



1. Policy Statement

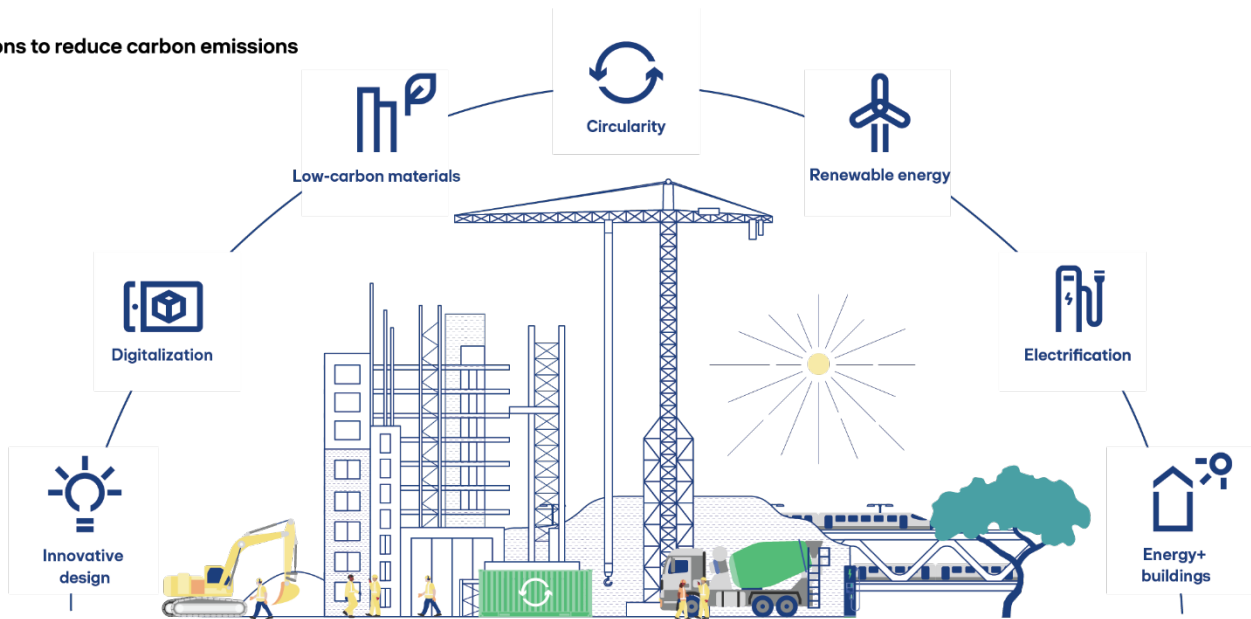
IBB International Limited is committed to minimizing the environmental impact of its operations and contributing to the global effort to combat climate change. As a construction company developing a quarry in Uganda, we recognize the importance of integrating climate considerations into our business practices to ensure sustainable development, protect local ecosystems, and support community well-being.

2. Objectives

- **Reduce Carbon Footprint:** Minimize greenhouse gas emissions associated with quarry operations.
- **Enhance Energy Efficiency:** Implement energy-efficient practices and technologies.
- **Promote Sustainable Practices:** Integrate climate-friendly practices in all aspects of quarry development and operation.
- **Support Local Communities:** Engage with and support local communities in climate adaptation and resilience efforts.
- **Compliance and Reporting:** Adhere to national and international climate regulations and report on climate impact and mitigation measures.

3. Strategies and Actions

Actions to reduce carbon emissions



3.1. Emission Reduction

- **Energy Management:** Use renewable energy sources where feasible and optimize the use of fossil fuels. Implement energy-efficient machinery and technologies.
- **Fleet Management:** Maintain and upgrade our vehicle fleet to include low-emission or electric vehicles.
- **Emission Monitoring:** Regularly monitor and report greenhouse gas emissions from quarry operations.

3.2. Sustainable Quarry Practices

- **Environmental Impact Assessment (EIA):** Conduct thorough EIAs to assess and mitigate environmental impacts before starting any quarry development.
- **Rehabilitation Plans:** Develop and implement a quarry rehabilitation plan to restore the landscape and biodiversity post-extraction.
- **Water Management:** Implement measures to manage and reduce water consumption and prevent contamination.

3.3. Resource Efficiency

- **Waste Reduction:** Minimize waste generation through efficient resource use and recycling programs.
- **Material Sourcing:** Source materials locally where possible to reduce transportation emissions and support local economies.

3.4. Climate Resilience

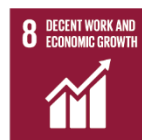
- **Risk Assessment:** Evaluate and address climate-related risks that could impact quarry operations and local communities.
- **Adaptation Measures:** Develop and implement adaptation strategies to cope with climate variability, including flood and drought preparedness.

3.5. Community Engagement

- **Stakeholder Engagement:** Engage with local communities, including indigenous groups, to address their concerns and incorporate their input into our climate strategies.
- **Education and Support:** Provide training and support to local communities to enhance their capacity to adapt to climate change.



5.1 End discrimination against women and girls
5.5 Ensure full participation in leadership and decision-making



8.4 Improve resource efficiency in consumption and production
8.7 End modern slavery, trafficking and child labor
8.8 Protect labor rights and promote safe working environments



9.1 Develop sustainable, resilient and inclusive infrastructures
9.4 Upgrade all industries and infrastructures for sustainability



11.1 Safe and affordable housing
11.2 Affordable and sustainable transport systems
11.3 Inclusive and sustainable urbanization
11.6 Reduce the environmental impact of cities
11.7 Provide safe and inclusive green and public spaces



12.2 Sustainable management and use of natural resources
12.4 Responsible management of chemicals and waste
12.5 Substantially reduce waste generation



13.1 Strengthen resilience and adaptive capacity to climate-related disasters



16.5 Substantially reduce corruption and bribery

3.6. Compliance and Reporting

- **Regulatory Compliance:** Ensure compliance with Ugandan environmental regulations and international climate agreements.
- **Transparency:** Regularly report on climate performance, including emission reductions, energy efficiency measures, and progress on sustainability goals.

4. Implementation and Oversight

4.1. Responsibilities

- **Climate Officer:** Appoint a dedicated Climate Officer responsible for implementing, monitoring, and reporting on climate change policies.
- **Training:** Provide regular training to employees on climate policies, energy efficiency, and sustainable practices.

4.2. Monitoring and Evaluation

- **Performance Metrics:** Establish clear metrics to assess progress towards climate objectives.
- **Regular Reviews:** Conduct periodic reviews of climate policies and practices to ensure continuous improvement.

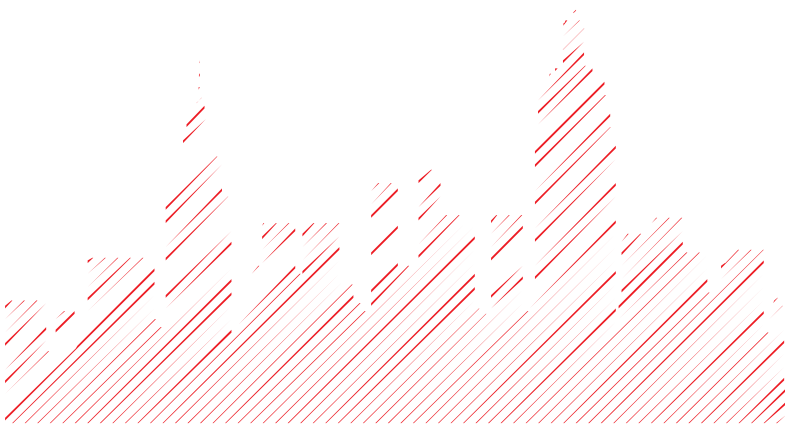
4.3. Continuous Improvement

- **Feedback Mechanism:** Implement a feedback mechanism to capture insights and suggestions from employees, stakeholders, and the community.
- **Policy Updates:** Regularly update the climate policy to reflect new scientific findings, technological advancements, and regulatory changes.

5. Conclusion

IBB International Limited is committed to leading by example in the fight against climate change. By implementing this policy, we aim to reduce our environmental impact, support sustainable development, and contribute positively to the global climate effort.





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