

SWIFT FOODS, INC.

**POLICY & DATA
RELATING TO HEALTH,
SAFETY AND WELFARE
OF EMPLOYEES
INCLUDING COMPANY
SPONSORED
TRAININGS**

SWIFT FOODS INC.

I. RATIONALE

The company is committed to maintaining a healthy and secured workplace for all its employees. It is likewise committed to protecting the welfare of all its employees and the environment in which the company operates.

II. PERSONS RESPONSIBLE

All officers and employees

III. POLICY

BASIC POLICY

It is the policy of the company to seek and provide safe and healthy working conditions for all its employees in accordance with existing laws and regulations and enlist the active support of employees and business partners in achieving such conditions.

Therefore, the company is committed to:

- a. Implement standards of health, safety and welfare that comply with the provisions and requirements of Occupational Safety and Health Standards of the country and other relevant statutory provisions and codes of practice.
- b. Provide and maintain a safe and healthy working environment, including safe plant, equipment and machinery, safe means of access and egress, safe systems of work, and to protecting employees and others, in so far as they come in contact with foreseeable work hazards.
- c. Prevent injury and ill health to its employees and other individuals who may be affected by the activity of the company.
- d. Provide employees with the information, training and supervision that they need to work safely and efficiently and to develop safety awareness among employees and business partners.
- e. Define individual's responsibilities for safety obligations
- f. Ensure that all employees are informed of the Safety Policy through safety induction and trainings and are provided with updates to the Safety Policy whenever revisions are made,
- g. Make available the Safety Policy to interested third parties.
- h. Encourage full and effective joint consultation with employees and third parties on safety matters.
- i. Periodically review health and safety protocols to ensure that it remains relevant and appropriate to the company