



THE KENYA POWER AND LIGHTING COMPANY PLC

SAFETY, HEALTH AND ENVIRONMENT POLICY

Part A - Document Control Sheet			
Document	Safety, Health and Environment Policy		
Document Owner	General Manager, Human Resource & Administration		
Division	Human Resource & Administration		
Department	Safety, Health and Environment		
Lead Contact	Manager, Safety, Health and Environment		
Document Status	Approved		
Document Approvals	Approver	Approval Reference	Approval Date
	Executive Committee		Tue. 18 th Mar. 2025
	Governance & HR Committee		Wed.16 th Apr. 2025
	Board of Directors		Thur. 10 th Jul. 2025
Reference. No.			
Issue No.	01		
Revision No.	Not Applicable		
Revision Date	None		
Revision Type	Not Applicable		
First Development Date	January 2025		
Commencement			

Date	
Revision Frequency	Three (3) Years
Next Review Date	April 2028
Superseded Documents	None
Complementary Documents	<ol style="list-style-type: none"> 1. Alcohol & Drug Abuse Policy 2. Business Continuity & Crisis Management Policy 3. Medicare Policy 4. Sustainability Policy

SAFETY, HEALTH AND ENVIRONMENT POLICY

Part B - Definitions and Abbreviations

Accident	Is an incident which gives rise to injury, ill health or fatality
Hazard	A source, situation, or act with a potential for harm in terms of human injury or ill health or a combination of these
Incident	Event(s) in which an injury or ill health (regardless of severity) or fatality occurred or could have occurred. An incident where no injury, ill health or fatality occurs may also be referred to as a "near-miss", "near-hit", "close call" or "dangerous occurrence".
Risk Assessment:	Process of evaluating the risk(s) rising from a hazard(s), taking into account the adequacy of any existing controls, and deciding whether or not the risk(s) is acceptable
Safety	Measures, protocols and practices implemented to prevent accidents, injuries, hazards and incidents and includes fire safety and public safety
EIA	Environmental Impact Assessment
ESIA	Environmental Social Impact Assessment
EMCA	Environmental Management and Coordination Act, 1999
NEMA	National Environment Management Authority
OSH	Occupational Safety and Health
SIA	Social Impact Assessment
The Company	The Kenya Power and Lighting Company PLC

Part C - Introduction

The Company is committed to control all work-related injuries and to carry out all its activities with regard to the safety and health of workers, customers and the general public. Occupational accidents and illnesses do not just take place; they are caused and are preventable. The Company also recognizes the fire risks within its installations which would have adverse significant impact on lives, property and its business operation. It is also cognizant of the fire risks associated with its electrical transmission and distribution infrastructure and which may result in loss of life, loss of property and damage to the environment. The Company therefore recognizes and complies with its moral and legal obligation to provide a safe environment for its employees and the public in line with the applicable safety laws and regulations.

This Policy sets out the Company's obligations with respect to ensuring the safety, health and work environment of all persons lawfully present at the workplace and all those that have just cause to interact with the Company's network. It also provides guidance on workplace safety and on ensuring that the power system is safe for customers and the general public.

Part D – Purpose

The aim of this Policy is to prevent occupational accidents and illnesses, injuries to the public, damage to property and environmental degradation resulting from Company operations. It also seeks to ensure rapid and appropriate response if and when any of these Incidents occur while ensuring business sustainability.

Part E - Policy Objectives

This Policy seeks to achieve the following objectives: -

1. To provide a participatory approach in managing safety, health and work environment for the Company.
2. To enable the implementation of safe and healthy operation standards and environmentally sound and sustainable practices.

3. Prioritizing risk management strategies with the objective of achieving an overall reduction of risk to human safety, health and work environment, focusing on the prevention of irreversible and / or significant impacts.

Part F – Scope

This Policy applies to all employees, workers and Company associated parties (both during and outside regular working hours) including partners, vendors, and contractors. It is applicable to all activities carried out at all Company facilities belonging to the Company, all sites where the Company is involved and all activities undertaken on behalf of the Company.

Part G - Policy Commitment

The Company affirms its commitment to providing a safe and healthy work environment for all its employees and other stakeholders having just cause to interact with its business activities. The Company will ensure that its operations are carried out in a manner that protects the environment and the public and will take into consideration safety, health and environmental aspects in making business decisions.

Part H – Policy Statements

1. **Principles of implementation** The Company is committed to meeting its Safety obligations and perform its operations in regard to safety, health and environment as provided in law based on collaborative and risk-based approaches.
2. **Audits and Reports** The Company will conduct regular audits of its Safety management system. Where Incidents and Accidents occur, the Company will conduct prompt and efficient investigations, reports and make relevant recommendations thereof.
3. **Safety Management by Third parties** Third parties including contractors and workers will be responsible for their safety, health and environmental issues in line with this Policy.

4. **Safety Training** The Company recognizes that providing appropriate information, instruction and guidance is essential to successfully meeting the objectives of this Policy. In this regard the Company identifies training in various spheres in order to institutionalize and maintain a conscientious culture with regard to safety, health and environment.
5. **Fire Safety** The Policy statements on safety obligations, regular audits, safety management of contractors and safety training will apply to fire safety. The Company commits to employing suitable and adequate fire protection and firefighting equipment. The Company will adopt measures to have safe evacuation in the event of fire emergencies.
6. **Public Safety** The Company appreciates the need for protection of the health and safety of the users of electricity and other members of the public who would be affected by the Company operations. In this regard, the Company will invest in creating public safety awareness on electrical safety and adopt various means for that purpose.
7. **Safety Incident Management (First Aid)** The Company will undertake measures to address occurrences on safety incidences as well as emergencies. These measures include provision of adequate First Aid arrangements.
8. **Environment Management and Promotion** The Company is committed to environmental protection, management and promotion. The Company will adopt sustainable practices towards complying with laws relating to environmental protection. In appropriate circumstances, EIAs, SIAs and any other assessments will be done for relevant projects. Annual environmental audits will be done where required.

Part I– Risk Statement

The safety risks that the Company could face can vary greatly due to the diverse nature of its operations. Some of the risks include loss of life; personal injury to staff, customers and members of the public; damage to property; occurrence of fires at the workplace and customer installations; litigation and reputation damage

among others. To mitigate these risks, this Policy seeks to mainstream safety in Company operations, encourage the involvement of all stakeholders in safety activities and ensure that the Company provides the necessary or required support.

Part J - Responsibility for Implementation of the Policy

1. Board of Directors

- 1.1 Approval and adoption of this Policy
- 1.2 Provide oversight on this Policy

2. Managing Director & Chief Executive Officer

- 2.1 Ensure accountability and adherence for successful implementation of this Policy
- 2.2 Ensure adequate resourcing for the Policy

3. General Manager, Human Resources & Administration

- 3.1 Ensure compliance with the Policy
- 3.2 Periodically review the Policy and strategies to ensure its effectiveness
- 3.3 Approve manuals and procedures for implementation of the Policy

4. Manager, Safety, Health and Environment

- 4.1 Oversee operationalization of the Policy
- 4.2 Monitor and evaluate implementation of the Policy
- 4.3 Develop manuals and procedures for implementation of the Policy

Part K– Monitoring and Evaluation

The Safety, Health and Environment Department shall monitor and evaluate the implementation of this Policy. Board and Regulatory Affairs Department shall guide in the review of the Policy and its implementing instruments to ensure its continual validity and effectiveness.

Part L - Triggers for Policy Review

The Policy will be reviewed under any of the following circumstances: -

- 1. Every 3-year period from commencement or after the last review of the Policy

2. Emerging issues, leading to significant change in day-to-day operations and business
3. Change in organization structure and/or processes
4. Review of KPLC Corporate Strategy
5. Legal and regulatory changes

Part M- Statutory and Regulatory Compliance Requirements

Laws and regulatory instruments affecting this Policy include the list below –

1. The Occupational Safety and Health Act, 2007
2. Work Injury Benefits Act, 2007
3. Environmental Management and Coordination Act, 1999
4. Electrical Safety Rules, 2022
5. Fire Risk Reduction Rules, 2007
6. Energy Act, 2019

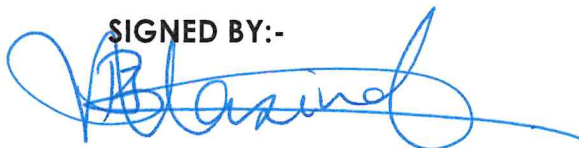
Part N – Records and Reports

1. Quarterly Reports on Safety, Health and Environment
2. Accident and Investigation Reports
3. EIA and SIA Reports and other assessments
4. Safety Audit Reports
5. Environment Audit Reports
6. Risk Management Report

Part O- Distribution List

This Safety Policy will be accessible to all KPLC members of staff, suppliers, and contractors.

SIGNED BY:-



JOY BRENDA MASINDE
CHAIRMAN, BOARD OF DIRECTORS

Signature Date: 24/07/2025

