

TOKYO (K) SERVICES LIMITED

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✉ tokyokservices@gmail.com



P.O Box 8710-30100

Eldoret, Kenya

🌐 www.tokyogroupkenya.com

OCCUPATIONAL SAFETY AND HEALTH POLICY

Policy Reference	TKS-OSH-005
Effective Date	31 st January 2026
Review Cycle	Annual
Version	1.0
Approved By	Managing Director

1. POLICY STATEMENT

Tokyo (K) Services Limited is committed to upholding high standards of safety, professionalism, and operational discipline across all its activities. The Company recognizes that effective health and safety management is critical within the petroleum logistics sector, where operational risks must be proactively identified and responsibly managed.

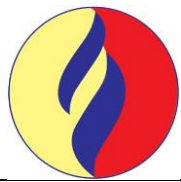
Accordingly, the Company shall take reasonable and appropriate measures to establish and maintain safety procedures, risk controls, and awareness practices that support the prevention of workplace incidents and promote the well-being of employees and other stakeholders. These measures shall be aligned with applicable legal and regulatory requirements, as well as recognized industry practices.

The Company remains committed to the continuous improvement of its safety systems and practices, with the objective of maintaining a responsible, compliant, and safety-conscious working environment.

2. POLICY COMMITMENT

Tokyo Kenya Services Limited commits to:

- Providing and maintaining a safe and healthy workplace for all employees and stakeholders.
- Preventing workplace injuries, occupational illnesses, fires, explosions, and environmental pollution.
- Ensuring compliance with all applicable Occupational Safety and Health laws and regulations in Kenya and other East African jurisdictions where the Company operates.
- Promoting a strong safety culture where safety is a shared responsibility at all levels of the organization.



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- Ensuring all employees receive appropriate safety training and awareness programmes.
- Providing suitable Personal Protective Equipment (PPE) and enforcing its proper use.
- Implementing safe fuel handling, storage, and transportation procedures.
- Continuously improving safety and health performance through monitoring, audits, and risk assessments.

3. EMPLOYEE RESPONSIBILITIES

All employees of Tokyo Kenya Services Limited are required to:

- Comply with all company safety rules, procedures, and guidelines.
- Properly use all provided Personal Protective Equipment (PPE).
- Immediately report unsafe conditions, accidents, incidents, or near misses.
- Actively participate in safety training programmes and safety meetings.
- Ensure safe handling of petroleum products and transport equipment.
- Safeguard the safety of colleagues, customers, and the general public.

4. MANAGEMENT RESPONSIBILITIES

Management shall:

- Demonstrate visible leadership and commitment to safety and health.
- Allocate adequate resources to effectively implement and sustain the Safety and Health Management System.
- Ensure comprehensive risk assessments are conducted for all operational activities.
- Maintain all vehicles, tankers, and equipment in safe and roadworthy condition.
- Ensure compliance with transport and safety regulations across all operational regions in East Africa.
- Investigate all incidents and implement appropriate corrective and preventive actions.



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5. SAFETY IN FUEL TRANSPORTATION

Given the high-risk nature of petroleum transportation, the Company shall ensure:

- All fuel tankers are properly maintained, inspected, and certified at regular intervals.
- Drivers are qualified, trained, and licensed to handle hazardous cargo.
- Strict adherence to road safety regulations and defensive driving practices.
- Full compliance with hazardous material transportation standards and regulations.
- Adequate emergency preparedness measures for fuel spills, fires, and accidents.

6. EMERGENCY PREPAREDNESS

The Company shall maintain effective emergency response procedures, including:

- Fire prevention and firefighting systems
- Spill response and containment plans
- First aid and medical response arrangements
- Emergency evacuation procedures
- Incident reporting and investigation systems

Employees shall receive regular training and participate in drills to ensure preparedness in the event of emergencies.

7. CONTINUOUS IMPROVEMENT

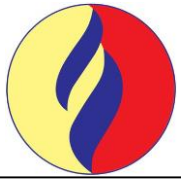
Tokyo Kenya Services Limited is committed to the continuous improvement of its Occupational Safety and Health Management System through:

- Regular safety audits and inspections
- Periodic review of safety performance metrics
- Encouraging employee participation and safety feedback
- Implementation of corrective actions and adoption of best industry practices

8. POLICY IMPLEMENTATION

This Occupational Safety and Health Policy applies to all employees, contractors, visitors, and stakeholders working with or on behalf of Tokyo Kenya Services Limited.

All personnel are expected to uphold this policy and actively contribute to maintaining a safe, healthy, and incident-free workplace.



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9. APPROVAL

This Occupational Safety and Health Policy is approved by the Management of Tokyo Kenya Services Limited and is binding across all company operations.

Managing Director

Tokyo Kenya Services Limited

Signature: _____

Date: _____