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## HEALTH AND WELLNESS POLICY

RELIANT, recognizes that our employees are the most important assets and ensuring their health and general wellness is as important as protecting their safety. We are aware of the risks that surround all organization activities and, in that awareness, we are constantly promoting a healthy lifestyle. This Policy intends to list RELIANT's commitments to ensure the health and wellness of our employees, to comply with current regulations, and to achieve organizational targets.

1. **Assurance of Health and Work fitness.** All staff belongs to medical aid for occupational diseases, accidents, and health conditions. Every employee is encouraged to take responsibility for their health and work fitness.
2. **Proactive Approach on Health and Wellness.** We take measures to prevent accidents and diseases by constantly evaluating our employees' workplace conditions and encouraging them to assess their environment and to communicate any condition that may affect their health and wellness.
3. **Encourage Employees to Open Communication.** Our employees are encouraged to talk about their problems with the specialist representative practitioner authorized by the government and the community, to avoid the accumulation of stress that may endanger their welfare.
4. **Smoke-Free Workplace.** All closed spaces in our facilities are 100% smoke-free. All our employees and other stakeholders are aware of this commitment and shall be sanctioned accordingly if they fail to comply.
5. **Observation of Performance.** All our Supervisors are committed to always be alert and observe the performance of their employees, to identify any change in behavior and decline in performance. Our Supervisors are encouraged to establish and open communication with their employees, where appropriate.
6. **Knowledge of Health Benefits.** All our employees are well aware of their health benefits and are constantly reminded of the correct use of their health aid.
7. **Promotion of Social Interaction.** We encourage our employees to maintain healthy relationships among their colleagues and to interact with each other socially.
8. **Encourage Employees to Maintain a Healthy Lifestyle.** All our employees are encouraged to moderate their alcohol and cigarette consumption, to constantly exercise and drink fair amounts of water, we also strongly discourage the use of drugs and narcotics.

In this regard, the undersigned, on behalf of RELIANT, declare our commitment to comply with the guidelines in this policy.

Kitwe, 26th November 2019



Jerson Huamani  
Director

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