GROK APPRAISAL SERVICES

Property/Asset Valuers, Quantity Surveyors, and
Land Planners & Surveyors

Our Health and Safety Policy

January 2025

PROPERTY/ASSET VALUATION
INVESTMENT APPRAISAL & ADVISORY
QUANTITY SURVEYING
LAND PLANNING & SURVEYING

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1. Policy Statement

At Grok Appraisal Services, we are committed to safeguarding the health, safety, and legal compliance of our team while conducting professional services. We recognize the risks associated with road travel and site visits - including mining, industrial, residential, and commercial facilities, and we take proactive measures to minimize hazards.

Safety and legal compliance are integral to our operations. We pledge to:

- **Risk Identification:** Obtain a client risk brief before site visits to assess potential hazards and prepare accordingly.
- **Protective Measures:** Provide and maintain safety gear, including first aid kits, safety shoes, reflector jackets, builders' helmets, and heavy-duty gloves.
- **Vehicle Safety:** Ensure all company vehicles are well-maintained and roadworthy.
- **Legal Compliance:** Adhere to occupational health and safety laws, traffic regulations, and site-specific legal requirements.
- **Training:** Conduct regular safety and compliance training for employees to enhance hazard awareness and emergency response.
- **Continuous Improvement:** Regularly assess and update our health and safety procedures to align with evolving industry standards and legal frameworks.

2. Responsibilities

- **Management:** Enforces safety policies, ensures legal compliance, and provides necessary protective equipment.
- **Employees:** Follow safety guidelines, report hazards, and wear protective gear during site visits.
- **Drivers:** Conduct pre-trip vehicle inspections, follow traffic regulations, and practice defensive driving.
- **Clients:** Provide risk briefs detailing site-specific hazards and safety protocols before site visits.

Grok Appraisal Services

3. Risk Management Measures

- **Client Risk Brief:** Before any site visit, we require clients to disclose potential risks associated with their facility, including structural hazards, environmental concerns, and regulatory restrictions.
- **Road Safety:** Pre-trip vehicle inspections, adherence to speed limits, and defensive driving techniques.
- **Site Safety:** Strict use of personal protective equipment (PPE), hazard identification, and emergency preparedness.
- **Legal Compliance:** Adherence to workplace safety laws, insurance requirements, and liability risk mitigation strategies.

4. Legal Risks and Compliance

- **Regulatory Compliance:** All site visits and operational procedures adhere to Uganda's occupational health and safety laws.
- **Liability Management:** We ensure all employees operate within legal and contractual safety standards to minimize liability risks.
- **Insurance:** Vehicles, equipment, and personnel are covered under appropriate insurance policies to mitigate financial risks in case of accidents or damages.
- **Site-Specific Legal Requirements:** Compliance with environmental regulations and industry-specific safety mandates.

5. Continuous Improvement

We regularly review and refine our safety policies to uphold legal and ethical standards while promoting a secure working environment.

Approved by: Management **Date:** January 2025

