

## Health & Safety Policy Statement

The Mauritian Wildlife Foundation (MWF) is the largest non-governmental organisation (NGO) in Mauritius to be concerned with the conservation and preservation of the nation's (Mauritian and Rodriguan) endangered plant and animal species.

The scope of this Policy covers all employees of MWF and includes persons working within MWF such as interns, volunteers, and researchers; and all those affected by its activities such as visitors (service providers, funders, public) as well as accommodation of staff where relevant.

We recognize that a safe and healthy environment is essential for the successful achievement of our conservation goals. Therefore, Mauritian Wildlife Foundation is committed to providing and maintaining, so far as is reasonably practicable, a safe and healthy working environment and engaging the support of employees towards achieving this objective.

MWF accepts and acknowledges the responsibilities placed on it by the Occupational Safety & Health (OSH) Act of 2005, and other relevant legislation and as far as possible will meet best practice standards by:

- Implementing management systems designed to continually improve OSH performance.
- Promoting a climate of safety excellence through our values, behaviours, and activities.
- Ensuring the Board, the Executives and all levels of management have clear accountabilities for adhering to this Policy, supporting its implementation, and giving access to appropriate resources.
- Ensuring that all staff and all stakeholders are aware of their OSH duties and responsibilities to foster a culture of safety and well-being.
- Actively promoting health and safety as a collective responsibility, demonstrating an open attitude to health and safety issues, encouraging staff to identify and report hazards so that we can all contribute to creating and maintaining a safe working environment.
- Identifying hazards, evaluating risks, and aiming to eliminate or control these risks to reduce sources of accident, injury, illness, or loss as well as ensure effective preparedness during emergencies.
- Ensuring adequate competence at all levels through provision of appropriate information, instruction, training, and supervision to support the OSH and wellbeing objectives.

- Communicating, consulting, and engaging with our staff and relevant stakeholders on all issues affecting their OSH, recognising good practices, and encouraging feedback and participation in health and safety initiatives.
- Maintaining our work sites, lodging, and equipment to ensure risks are effectively managed.
- Improving continually our OSH performance by updating our commitments, reviewing our policies and procedures, and implementing necessary changes to enhance our standards.
- Aiming to minimize our impact on the environment and promote sustainable practices within our operations. We integrate environmental considerations into our health and safety policies and procedures.
- Recognising that all future strategic planning and associated activity will be decided after having considered OSH implications for staff and on our infrastructure.

The Managing Committee has appointed the Executive Director to have responsibility for health and safety within the organisation.

The Managers, Heads of Departments, Supervisors, Coordinators, Team Leaders, and all employees will also be responsible for implementing this Health and Safety Policy, with the guidance of the Health and Safety Officer.

All appropriate resources and financial provision will be made available to ensure that this Policy will be brought into effect and maintained.

The organisation will monitor the effectiveness of this Policy on a regular basis with a formal annual review and will revise it as often as may be appropriate to its activities.

The Policy is made available to all employees, volunteers, and others as appropriate, and it is the duty of all to always adhere to the Policy.

Signed by:  
**Deborah De Chazal**  
Executive Director



Date: 28/6/23

Signed by:  
**Vikash Tatayah**  
Conservation Director



Date: 30/06/23