



HEALTH, SAFETY AND ENVIRONMENT POLICY

DE SUNKALT INTERBIZ SERVICES LIMITED is committed to providing safe and healthy working conditions for its employees, our customers, visitors and minimize environmental impact from our activities in all facilities where our services are being carried out. Health Safety and environmental protection is a fundamental concern at all levels of management in our organization and continual improvement in HSE performance is critical to the overall success of the company.

Our objective is to identify and eliminate as low as reasonably practicable all occupational health, safety and environmental hazards. In all our operations, risks must be controlled by limiting exposure to the hazards and by implementing effective measures so as to minimize the possibility of injuring, illness or disease and any form of environmental degradation.

To accomplish this we shall,

1. Identify HSE hazards from all our operations and mitigate the associated risks to a level as low as reasonably practicable (ALARP)
2. Ensure that all employees and contractors have adequate training exposure and skills necessary to ensure a high standard of HSE awareness and compliance throughout our operations.
3. Ensure that employees and contractors are aware of their responsibility to comply with HSE policies and to communicate HSE issues and performance to stakeholders to ensure continual improvement.
4. Undertake our activities with an awareness of sustainability and best practicable environmental management and follow relevant environmental compliance procedures to minimize impact on the environment.
5. Ensure compliance with laws, applicable regulations and recognized safe and environmental friendly practices. This compliance applies to any work-site where our services are provided
6. Continue to work with industry, professional and regulatory organizations in the improvement of established codes of practice, procedures and specifications relevant to health, safety and environmental protection.
7. Monitor and review the effectiveness of our implementation programs to ensure accomplishment of programs objective and continual improvement

OLA AKINSANMI
Managing Director/CEO



HOUSEKEEPING POLICY

DE SUNKALT INTERBIZ SERVICES LIMITED is committed to providing and maintaining a workplace that is clean, well-kept and safe. A workplace that has a culture that embraces good housekeeping benefits from increased efficiency, and good public relations.

Management is committed to providing relevant resources such as training and required materials to ensure this policy is kept.

All employees are responsible for maintaining an orderly and tidy workplace. The following actions are taken wherever practicable:

- Floors, walkways stairways and work areas are kept clear of slip, trip and fall hazards.
- Work stations and equipment are kept safe and clean.
- Combustibles are kept away from ignition sources and properly labeled. Housekeeping is a continuous exercise. Rubble and waste materials must not be left on floors or working platforms but are to be cleared off immediately or contained and cleared at close of day's work.
- Spills are clean immediately.
- Materials stacking shall be done in a safe area.
- Disposal of waste is done regularly and according to laid down environmental policies and procedures.
- Everyone has a responsibility to keep the workplace clean and report deficiencies to relevant person(s).

OLA AKINSANMI
Managing Director/CEO



DRUG, ALCOHOL AND SEARCH POLICY

DE SUNKALT INTERBIZ SERVICES LIMITED has vital interest in maintaining safe, healthy and efficient working conditions for its employees. Personnel being under the influence of drugs or alcohol on the job may pose serious health and safety risks not only to the user but also to those who work with the user. Possession, use, or sale of illegal drug or alcohol in the work place has high potential to create unacceptable risks to safe, healthy and efficient operations. Consumption of alcohol at work is prohibited. The use of drugs is prohibited except when prescribed by competent medical personnel.

The company recognizes that its own health and future are dependent upon the physical and mental health of its employees. Accordingly, it is the right, obligation and intent of the company to maintain a safe, healthy and efficient working environment for all of its employees and to protect company property, equipment and operations.

To safeguard our employees, their property, customers and company property, and to enforce our policies prohibiting misconduct, including theft and the unlawful use or sale of illegal drugs or alcohol, DE SUNKALT INTERBIZ SERVICES LIMITED operate on a ZERO TOLERANCE to Alcohol and illegal Drugs usage.

Management may question employees and/or inspect any personal property or any area from which we conduct business, including any leased spaces, facilities and/or vehicles whenever there is reasonable suspicion to believe that any Company policy is being, or has been, violated.. Employees are expected to cooperate with Company. An individual may decline to cooperate; however refusal to cooperate may result in the individual being removed from area of operations, including in the discretion of company, immediate termination

OLA AKINSANMI
MANAGING DIRECTOR/CEO