



## GLF

### HEALTH AND SAFETY POLICY

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Table of Contents

1. INTRODUCTION.....3

1.1. POLICY OBJECTIVE.....3

1.2. POLICY PURPOSE .....3

1.3. POLICY SCOPE .....3

1.4. POLICY PRINCIPLES.....4

1.5. APPLICABLE REGULATIONS, STANDARDS AND GUIDELINES .....4

1.6. PROJECT SPECIFIC HEALTH AND SAFETY PROCEDURES .....4

2. IMPLEMENTATION .....4

2.1. ROLES AND RESPONSIBILITIES .....4

2.2. EMBEDMENT .....4

2.3. CONTINUOUS MONITORING .....5

2.4. CONTINUOUS IMPROVEMENT .....5

2.5. COLLABORATION .....5

2.6. CAPACITY BUILDING .....5

2.7. COMPLIANCE AND MONITORING .....5

3. POLICY REVIEW.....5

4. CONCLUSION .....5

## 1. INTRODUCTION

The Galápagos Life Fund (GLF) prioritizes the health, safety, and welfare of its employees. We also accept full responsibility for any other individuals who may be impacted by our operations. We shall take steps to ensure, at a minimum, that our statutory obligations regarding health and safety are always fulfilled.

### 1.1. POLICY OBJECTIVE

The objective of this policy is to avoid and minimize work hazards in line with national regulations and international best practices, promote safe and healthy working conditions, and protect the fundamental rights of the workforce. The policy sets the minimum expectations and requirements:

- a) Protect the health, wellbeing, and safety of the GLF internal stakeholders (i.e., employees and management) and external stakeholders (i.e., project partners, including GLF's grantees, contractors, suppliers, consultants, and their employees, sub-grantees, and representatives).
- b) Provide information to internal and external stakeholders about the importance of health and safety.
- c) Identify and correct health and safety hazards and to report these to the relevant decision-making structures.
- d) Ensure that our operational activities are carried out in a manner that does not endanger the health and lives of people.
- e) Ensure a zero-incident environment throughout our operations by establishing a robust risk management programme and adhering to the health and safety risk management procedure guidelines and risk assessment matrix to minimize and prevent incidents.

### 1.2. POLICY PURPOSE

The purpose of this policy is to provide procedures for the GLF to develop and implement measures that will ensure that the GLF and its project partners take health and safety precautions to avoid or reduce incidents. This will be achieved through the following process:

- f) **Adhere to Health and Safety Standards** - The GLF and its external stakeholders will adhere to this policy and relevant health and safety regulations; and
- g) **Embedment** - To sustain a positive culture, health and safety will be embedded in our values and become our way of life.

### 1.3. POLICY SCOPE

All GLF employees and project partners, including GLF's grantees, contractors, suppliers, consultants, and their employees, sub-grantees, and representatives, are required to comply with this policy.

## 1.4. POLICY PRINCIPLES

The following principles should be adhered to:

- a) **Reduce and Avoid** – The GLF will take steps to reduce and avoid health and safety incidents by mitigating and implementing corrective measures.
- b) **Zero Recurrence** – All necessary steps will be taken to learn from health and safety incidents to prevent their reoccurrence.
- c) **Openness** – Health and safety incidents will be shared with the affected stakeholders and reported to the relevant health and safety structures.
- d) **Adherence to standards** - The GLF will apply health and safety standards and procedures throughout as a minimum requirement.

## 1.5. APPLICABLE REGULATIONS, STANDARDS AND GUIDELINES

- a) Ecuador Labour and Environmental laws
- b) World Bank's Environmental, Health and Safety (EHS) Guidelines
- c) International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

## 1.6. PROJECT SPECIFIC HEALTH AND SAFETY PROCEDURES

Grantees are expected to identify/ anticipate, prevent, and/or minimize any hazards associated with project operations through consistent training and the provision of appropriate protective equipment. Grantees will make every effort to provide necessary facilities to maintain a safe and healthy working environment and cultivate a place of work that treats its workers fairly and in a non-discriminatory manner that provides equal opportunities to employees. Grantees are responsible for designing and executing project-specific health and safety policies or plans that are compliant with national regulations and best international standards. These plans must be created when engaging in activities that involve elevated risks as defined in the Health & Safety Risk Evaluation Protocol and Matrix.

# 2. IMPLEMENTATION

To uphold our health and safety principles, the GLF will apply the following measures.

## 2.1. ROLES AND RESPONSIBILITIES

Our management and employees are required to demonstrate responsible health and safety stewardship, and lead by example.

## 2.2. EMBEDMENT

Our health and safety principles are embedded into our business values and operational activities and are supported by other GLF policies and guidelines.

### **2.3. CONTINUOUS MONITORING**

We monitor all Health, Safety and Environment (HSE) compliance commitments and ensure alignment and compliance with applicable laws and regulations and uphold the highest performance best practices.

### **2.4. CONTINUOUS IMPROVEMENT**

We measure the performance of our health and safety efforts and grantees on a continuous basis to identify areas of improvement.

### **2.5. COLLABORATION**

Collaboration with various stakeholders is essential for achieving health and safety objectives. By partnering with our grantees, contractors, and suppliers, we can recognize and execute health and safety initiatives, ultimately leaving a positive impact on the communities in which we are present.

### **2.6. CAPACITY BUILDING**

The GLF will adequately train employees to be able to enforce and implement this policy. Where possible, the GLF will conduct external training to equip its project partners, grantees, suppliers, and beneficiaries with the skills to enhance their understanding and implementation of this policy.

### **2.7. COMPLIANCE AND MONITORING**

The GLF will establish a process to monitor compliance with this policy. This may include reviewing certifications, requesting self-assessments, and conducting occasional on-site visits, and may terminate relationships with project partners, grantees, and suppliers who are found to be in violation of this policy. GLF will also track the progress of implementing this policy and report on its internal health and safety performance as part of its annual reporting cycle.

## **3. POLICY REVIEW**

This policy will be reviewed annually and updated if necessary, and thereafter endorsed by the GLF Board of Directors.

## **4. CONCLUSION**

GLF shall ensure that the Health and Safety Policy is communicated to all its employees and project partners, including GLF's grantees, contractors, suppliers, consultants, and their employees, sub-grantees, and representatives. Any grievances raised shall be logged and followed up on in accordance with the Accountability and Grievance Mechanism. The Executive Director of the GLF is responsible for monitoring compliance with this policy, including periodic reviews of health and safety activities and procedures.