

HEALTH AND SAFETY POLICY

This policy is reviewed periodically and any updates will be published on this website, effective upon posting. For significant changes, we may also notify you directly or highlight the update prominently.

This Health and Safety Policy outlines our commitment to ensuring that all learners can engage in their learning activities in a safe and secure environment. We are dedicated to minimizing risks to health, safety, and welfare, and fostering a culture of awareness and responsibility in regard to health and safety.

1. Who we Are

- 1.1. ALX Holdings Limited, a private company registered in Mauritius under licence number GB24203649 and with its registered office address at 5th Floor, The CORE Building, No. 62, ICT Avenue, Cybercity, Ebene, Mauritius ("ALX", "we" or "us"). Any reference to the Company includes its parent, subsidiaries, affiliates, and successors.
- 1.2. We act as a 'controller' of the personal data to all information collected through our website (www.alxafrica.com), "Website", "ALX Africa" or collected for the Services, as identified below.

2. Purpose and Scope

- 2.1. This policy aims to ensure that all learners are provided with a safe, supportive, and secure environment throughout their learning journey, minimizing health and safety risks, and promoting overall well-being while complying with all applicable legislation and regulations.

3. Definitions

Safe Learning Environment	A physical and emotional space that complies with health and safety regulations, designed to minimize health risks, protect learners from harm, and promote well-being during learning activities.
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4. Key Health and Safety Measures

- 4.1. Safe Learning Environment: We will ensure that all learning spaces meet safety regulations and reduce health and safety risks.

- 4.2. Emergency Procedures: Clear evacuation procedures and emergency protocols will be communicated at the start of each course. Learners will be trained on how to respond in emergencies.
- 4.3. Awareness: Learners will receive details on identifying hazards, following safety protocols, and knowing how to react in case of emergencies.
- 4.4. Accident Reporting: Any accidents, incidents, or near-misses, no matter how minor, must be reported to a designated health and safety representative or instructor immediately.
- 4.5. Health and Safety Information: Essential health and safety information, including first aid contacts, emergency numbers, evacuation plans, and safety signs, will be readily available and clearly displayed.

5. Responsibilities of Learners

- 5.1. Adherence to Safety Practices: Follow all health and safety guidelines provided by facilitators, staff, and safety representatives.
- 5.2. Responsible Behavior: Avoid behaviors that could endanger yourself or others, including proper use of equipment and materials.
- 5.3. Reporting Hazards and Incidents: Immediately report unsafe conditions, accidents, or near-misses.
- 5.4. Cooperation with Safety Protocols: Comply with safety instructions, including using safety equipment, evacuating correctly, and maintaining a safe environment.
- 5.5. Personal Health and Safety: Take responsibility for your own well-being and participate in health and safety sessions.

6. Facilities and Learning Environment

- 6.1. First Aid and Emergency Equipment: First aid kits, fire extinguishers, and emergency exit signs will be available and maintained in all venues.
- 6.2. Health and Safety Compliance: Regular inspections will ensure that all venues comply with the Occupational Health & Safety Act and include necessary emergency contact information and fire exits.
- 6.3. Venues: All venues will have OHS compliance certificates, ensuring they meet legal safety standards, including fire extinguishers and evacuation plans.

7. Continual Improvement

- 7.1. We are committed to continuously improving health and safety measures. We encourage learner feedback to identify hazards and recommend improvements.

8. HIV/AIDS and Chronic Disease Support

- 8.1. We are dedicated to supporting learners with chronic diseases, including HIV/AIDS, by ensuring a non-discriminatory, confidential, and supportive learning environment.
- 8.2. Non-Discrimination: learners with HIV/AIDS or other chronic diseases will not face discrimination and will be treated with respect and dignity.
- 8.3. Confidentiality: A learner's HIV/AIDS status will remain confidential, with disclosure occurring only with informed consent.
- 8.4. Supportive Environment: We aim to create an inclusive learning environment that allows learners living with HIV/AIDS to participate fully without fear of discrimination.
- 8.5. Accommodation and Support: learners with HIV/AIDS or other chronic diseases will be provided with necessary accommodations and support. Where needed, they may repeat courses or assessments at a later time.

9. Learners with Special Health Needs

- 9.1. Learners with chronic diseases or other specific needs (e.g., disabilities, cultural, gender, or age-related needs) should communicate these to facilitators to receive tailored accommodations.
 - 9.1.1. Supportive: Throughout the learning journey, learners will receive ongoing support, feedback, and progress reviews.
 - 9.1.2. Guidance: Career advice and information on further opportunities will be provided after course completion.

10. How to Contact us

5th Floor, The CORE Building,
No. 62, ICT Avenue,
Cybercity, Ebene,
Mauritius

Email: support@alxafrica.com

You agree that the only way to provide us legal notice is at the above email and physical address.