

Nandi Adventures

Company Name: Nandi Adventures

Main Office Location: Kampala, Uganda

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Health, Safety, and Crisis Management Policy for Nandi Adventures employees

- Uganda's Employment Act and Occupational Safety & Health Act (2006)
- Best practices in the travel and tourism industry
- Nandi Adventures' values and code of conduct

Nandi Adventures – Health, Safety & Crisis Management Policy

For all staff, contractors, and freelance guides

Our Commitment

At Nandi Adventures, we care about your health, safety, and wellbeing. Whether you are in the office, on safari, or guiding a trip, we promise to keep you safe and help you stay well. This policy explains what we do—and what you must do—to prevent harm, manage risks, and act fast in an emergency.

1. Your Health & Wellbeing

We provide a safe and healthy place to work.

We will:

- Follow all laws under the **Uganda Occupational Safety and Health Act**
- Make sure you have clean drinking water, access to toilets, and time to rest
- Help with medical care or emotional support if something happens
- Support your mental health and stress management
- Give you time off when sick, injured, or after a crisis (as agreed in your contract)

2. Safe Work Practices

We train all staff and guides to:

- Drive safely and follow **all traffic rules**
- Never drive tired, drunk, or under the influence
- End all driving by **6:00 PM** unless approved (see Driving Policy)
- Use safe gear when hiking, tracking, or guiding
- Follow park rules and wildlife safety tips
- Report any unsafe areas, broken tools, or risky behavior

3. Emergencies & Crisis Response

We are ready for:

- Road accidents
- Animal attacks
- Illness or injury during trips
- Fire, flooding, or dangerous weather
- Conflict, theft, or unrest
- Missing persons or guests in distress

In case of crisis:

- Stay calm and keep people safe
- Call your manager or tour leader right away
- Follow the **Nandi Crisis Response Checklist** (carried by senior staff)
- Use the emergency contacts shared during training
- Report the situation using our **Incident Form** within 24 hours

4. What You Must Do

All Nandi staff and guides must:

- Take care of their own health and safety
- Keep guests safe and well during tours
- Report any risks, injuries, or unsafe behavior
- Follow rules in this policy and your training
- Help others in a crisis if it is safe to do so
- Never ignore or cover up a problem

5. If You Are Hurt or in Danger

- Tell your manager or the **Health & Safety Officer**
- Ask for help—medical, emotional, or legal
- You will not be punished for reporting a problem
- We will keep your information private, unless it is needed to protect others

6. Review & Responsibility

This policy is reviewed every year by management. All staff will get training and updates when needed.

For questions or emergencies, contact:

 **wecare@nandiadventures.com**

 Emergency number (shared in staff manual)