

HEALTH AND SAFETY POLICY STATEMENT

The Tsebo Solutions Group Risk Management System recognises that excellence in the management of Health and Safety is an integral part of the business. The Health and Safety Policy provides the foundation for the Company's commitment to continuously strive to improve the company's Health and Safety performances and achievements.

THE OBJECTIVES OF THE RISK MANAGEMENT SYSTEM WILL BE TO:

- Provide a working environment that is conducive to Health and Safety.
- Ensure that all employees are made conversant with the Hazard's attached to all the tasks that they will be required to perform.
- Ensure that all employees have the Training, Education and Understanding required to identify any hazardous condition and / or situation in their working environment and to take the precautionary measures required to maintain a safe and healthy working place.
- Place management of the Occupational Health and Safety System as a prime responsibility of Management from the Managing Director through to the First Line Supervisor at the workplace.
- Obtain employee involvement and consult with the employees and their representatives to gain commitment in the implementation of the Risk Management System and in so doing realize the objectives of this policy.
- Provide all necessary resources to enable compliance with this policy.
- Comply with all relevant laws, regulations and standards. In the absence of appropriate legislation standards reflecting best practice will be adopted.
- Adopt a zero-tolerance approach to the implementation of standards and procedures.
- Implement Health and Safety Management Systems based on internationally recognized standards and assess the effectiveness of these through periodic audits.
- Conduct the necessary Risk Assessments to minimize and control occupational hazards.
- Promote initiatives to continuously reduce the Health and Safety risks associated with the business activities.
- Set Health and Safety Objectives on a comprehensive strategic plan and measure performance against the plan.
- Monitor the effects of the company's operational activities on the Health and Safety of employees and others and conduct regular performance reviews.
- Provide at no cost the necessary Personal Protective Clothing and Equipment.