

SAFETY, HEALTH & ENVIROMENT (SHE) POLICY

TT-FOA-33


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Standard Operating Policy – Finance,
Operations & Administration

DOCUMENT CONTROL

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Approvals

The signatures below confirm that the reviewers agree with the content of the document and that this document is approved for implementation within Tshiamiso Trust.

Name	Position	Signature	Date
Prof. May Hermanus	Chairman of the Board		
Kgomotso Molebatsi	Chairperson: HR, Remuneration and Governance Committee		
Daniel Kotton	Chief Executive Officer	<i>Daniel Kotton</i>	02/11/2021

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The fully executed document is held by: The Trust
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1. POLICY SCOPE

1.1. Purpose of the Policy

The purpose of this Safety, Health & Environment Policy of the Tshiamiso Trust (the “Trust”) is to ensure that the Trust creates and sustains a healthy, safe, risk-free environment for all persons on all Trust premises, and to ensure that the rights of all Personnel are sufficiently protected in relation to safety, security and the prevention of injury.

The Trust is also committed to reducing its environmental impact and to continually improve its environmental performance as an integral part of its business strategy.

2. POLICY GOVERNANCE

This policy is applicable to the Trust (operations, premises and personnel) and includes:

- a) The Board of Trustees;
- b) The Executive Committee and Management
- c) Full time or fixed term employees;
- d) Contractors; and
- e) External visitors

3. POLICY STATEMENT

The Trust supports and is committed to the overall health and wellbeing of its personnel, and recognizes the importance of all persons safety and wellness in the workplace and on its premises.

4. HEALTH, SAFETY & ENVIROMENT POLICY PRINCIPLES

The Trust continuously maintain and improve a model occupational health and safety management system. The management system is focused on prevention of illness and the protection against injuries, and the promotion of safe actions ,not only for the Trust’s personnel but also for all other individuals who may be affected by its facilities and operations. The Trust commits itself to act consistently with any applicable legislation, as determined by appropriate occupational health and safety, economic and other requirements. The commits to the below in this regard:

4.1. Health & Safety Principles and Commitments

- a) To promote standards of safety, health and welfare that comply fully with statutory requirements and approved codes of practice, and to take into account current developments;
- b) To maintain safe and healthy workplaces, to operate safe systems and methods of work and to protect employees, clients and others, including the public, by striving to eliminate foreseeable hazards, which may result in personal injury, fires, security losses or damage property, through the systematic identification of hazards and the adequate assessment and control of risk;
- c) To provide and maintain a safe and secure working environment for employees with adequate facilities and arrangements for their occupational health and welfare;
- d) To provide the employees with the information, instruction, training and supervision they need to work safely and to develop people as a key resource;
- e) To develop safety awareness and individual responsibility for health and safety among employees;
- f) To encourage full and effective joint participation on health and safety matters at all levels and to pursue a progressive improvement in health and safety performance and the management of health and safety; and
- g) To appoint competent safety managers to enable personnel to comply with their responsibilities for health and safety and to achieve progressive improvement in safety performance

4.2. Environmental Principles and Commitments

- a) Identify all activities that may have an adverse impact on the environment;
- b) Take every reasonable precaution to reduce the adverse impact of the activities identified;
- c) Ensure compliance with relevant legislation addressing environmental issues;
- d) Minimize pollution by noise and of water, air and soil through control of emissions;
- e) Provide safe and healthy working conditions for its personnel;
- f) Use raw materials and energy in an efficient manner to reduce waste and the depletion of natural resources;

- g) Manufacture and develop products that have minimal adverse impact on the environment;
- h) Communicate with and provide training to all employees in Environmental Management issues pertaining to the Trust; and
- i) Continuously monitor and measure the effectiveness of its environmental commitments to improve operations wherever possible and demonstrate continuous improvement in the control of adverse impacts.

This policy and all related documents must be interpreted and applied in a manner consistent with the:

- Occupational Health and Safety Act No. 85 of 1993;
- Labour Relations Act 66 of 1995 as amended;
- Basic Conditions of Employment Act 75 of 1997 as amended;
- Employment Equity Act 55 of 1998 as amended; and
- Compensation for Occupational Injuries and Diseases Act 130 of 1993.