

## SHEQ POLICY

The safety and wellbeing of employees, contractors, suppliers, customers, visitors, and the environment is of immense importance to the company and is fundamental to the sustainability and growth of our operations. Our objective is to operate sustainably, without harm and prevention of illness to people, the environment and ensure continuous improvement.

The Management Team recognises the risks associated with coronavirus and will take reasonable steps to ensure that it doesn't put the health and safety of staff, interested parties or customers at an unacceptable risk.

The Management Team will review the policy every 2 years, ensuring it continuously meets the nature of the business, products, services, HSE risks and impacts identified and applicable legal requirements.

### COMMITMENT

- We will set health, safety and environmental objectives and will include action plans in our business plans, supporting our commitment to continuous improvement in all areas of SHEQ performance and systems.
- We will seek input from and work constructively with employees, contractors, neighbours, regulatory bodies, and other stakeholders discussing health, safety, and environmental matters in a transparent way.
- Create an enabling working environment that is safe and healthy.
- Apply the Hierarchy of Controls to reduce SHEQ risks.
- We will comply with applicable legislation and fulfil compliance obligations and company rules and work constructively with regulatory bodies to resolve any SHEQ compliance concerns.
- Protect our employees from injury and ill health.
- Protect the environment from pollution and degradation and conserve resources.
- Proactively manage SHEQ risks through effective preventative and corrective actions.
- Meet and exceed customer requirements and expectations for quality services.
- Train and develop employees and contractors in relevant aspects of SHEQ.
- Continuous improvement of the SHEQ systems.
- Communicate SHEQ results, good practices, learnings, and solutions in forums.
- Consultation, communication, and participation with employees where applicable ensuring worker representation and inclusion of all relevant parties.
- We will communicate this policy effectively within the organisation and to all relevant stakeholders and is available to interested parties on request.



**PAUL CHEALL**  
Managing Director  
Bidfreight Port Operations (Pty) Ltd.