

Health & Safety (OHS) Policy

**Zero injuries for every task,
every action, all the time.**

AfriSam is a leading building construction materials group in Africa. It has cement production facilities, cement depots, quarries and aggregate operations, Readymix concrete plants and a slagmill plant.

AfriSam is committed to the provision of healthy workplaces and the health & safety of all interested and affected parties and therefore accepts the following.

1. We accept OHS as an integral part of our competitive advantage where all stakeholders understand the balance between profitability and OHS;
2. We commit to the prevention of injury and ill health and the continual improvement of our systems and performance, which provides a framework for setting and reviewing OHS objectives and targets. We demonstrate visibly felt leadership at all levels within the organisation;
3. We prioritise safety, health and wellness at all of AfriSam's operations and will conduct alcohol and drug testing in line with AfriSam's Alcohol and Drug Policy and Procedure, in order to ensure that all employees and contractors are protected;
4. We are committed to training, developing and providing experience and skills to ensure our workforce acknowledges, understands and manages hazards and risks associated with their work;
5. Our equipment shall be maintained to the highest standards, and all changes to equipment or processes shall be subject to a risk-based change management approach;
6. The company will review and continuously improve the suitability, adequacy and effectiveness of the OHS management system to eliminate hazards and reduce OHS risks;
7. We report all incidents, analyse root causes and search for best practices;
8. We comply with the principles of SANS 3000 series and the National Railway Safety Regulator Act;
9. We comply with all relevant safety, health and environmental legislation, standards, codes of practice and other requirements, as applicable;
10. We commit to consultation and participation of all interested and affected parties, workers and worker representatives on OHS management;
11. This policy shall be made available to all interested and affected parties of AfriSam;
12. We shall review this policy regularly to ensure relevance and appropriateness.

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BAMCWU

Solidarity

Eric Diack
Chief Executive Officer
AfriSam (South Africa)
(Pty) (Ltd)

