

## Safety Health and Environmental Policy

### Policy

VGI, hereinafter referred to as “the employer”, provides engineering and project management services. VGI management recognises that all people have a constitutional right to an environment that is not harmful to their health or well-being, which right is supported by various legislative provisions. VGI management values its legal and moral responsibilities towards employees and realises that SHE management is integral to the effective functioning of the firm. VGI further accepts its contractual, professional, and ethical duties towards its clients and service providers and will co-operate with such parties to ensure projects are completed with the minimal possible risk.

Therefore, the following policy is adopted.

- The employer hereby commits to complying with all applicable legal and other requirements that regulate SHE, as well as all SHE requirements specified by clients. This would include all national and international standards applicable to the organisation.
- The employer undertakes to provide a framework for setting the OHS targets and objectives.
- The employer aims to prevent negative environmental impacts through documented, structured, planned and monitored SHE management programmes. These programmes will be based on a risk management process that includes hazard identification, risk assessment, risk management techniques and risk controls.
- The employer embraces the concept of continuous improvement and regards SHE management as an ongoing process. It is envisaged that this will contribute to the sustainability of the firm, as well as to sustainable development in general.
- The employer will implement measures to prevent negative impacts on the organisation caused by property damage or professional liabilities.
- The employer is committed to eliminate hazards and reduce Occupational Health and Safety risks.

### Role of Management

- The management of VGI will ensure that this policy is established, implemented and maintained as required by OHS Act section 7 and the ISO 45001:2018.
- The management of VGI commit to provide safe and healthy working conditions for the prevention of work-related injuries and ill-health.
- Management will provide the necessary resources, including budget provisions, manpower, and time to the implementation and maintenance of this policy. Necessary in this context means reasonable in light of the risk concerned.
- VGI is committed to the development of human resources.
- Management will provide the necessary leadership to ensure that this policy is complied with.
- Management will review the effectiveness of the implemented SHE management programmes in terms of this policy, and compliance to the policy, on a regular basis. This policy will be reviewed annually.
- Management will regard SHE as an integral part of their management responsibilities and spend due time on, including participation in the Health and Safety Committee.
- This policy will be communicated to employees by effective means, such as placing it on the intranet. This policy will be supplied to clients and other interested parties on request and will be included in the SHE file for projects.
- A copy of the policy will be displayed at every VGI workplace other than the Centurion Offices.
- SHE performance will be monitored on a monthly basis. Statistics will be supplied to all parties involved with various projects.
- The policy would be discussed with employees during the induction training programme.
- The management of VGI are committed to ensure continual improvement of the OHS management system.
- VGI Consulting management are committed to consult and participate with employees, and where they exist, employee representatives for implementation of the Occupational Health and Safety.

### Role of Employees

- All employees will comply with their legislated duties, as well as with their duties that are duly assigned to them by way of the implemented, SHE management programmes.
- Employees will act responsibly and take due care of their own health and safety as well as the health and safety of other people.
- The employer promotes consultation and participation of employees in SHE matters.
- All employees must act and comply with the Health & Safety specifications and site rules of clients/agents/principal contractor and sub-contractors on any site.
- Employees or their representatives will participate in the OHS related matters and OHS system programme implementation, where required.

This policy is supported by other SHE policies dealing with specific aspects, as well as by the SHE management systems implemented in terms of it.

  
 Signed: CEO – Jan Venter

Date: 03/06/2024

<b>Doc Name:</b>	VGI SHE Policy	<b>Doc No:</b>	VGI SHE 2.2.1
<b>Issue Date:</b>	April 2009	<b>Next Rev:</b>	June 2025
<b>Doc Type:</b>	Electronic	<b>Revision:</b>	15.0
<b>Distribution:</b>	All	<b>Legal Ref:</b>	OHS Act, ISO 45001:2018 section 5.2
<b>Author:</b>	Matthys Geysers	<b>Approved:</b>	Jan Venter