



Health and Safety Policy

Colas South Africa vision is a 'zero harm culture' where all employees & contractors feel engaged in progressive improvement and believe that all incidents are preventable. A culture where we all feel empowered to challenge unsafe conditions and behavior, by not 'walking by' and taking appropriate action.

Safety, health and well-being of our employees are Core Principles for our business and the responsibility of all. All Colas employees are responsible for ensuring that appropriate arrangements are made, and resources provided for the fulfilment of this policy and for monitoring its implementation and effectiveness.

Our commitment is to continually improve health and safety performance by removing risk, thereby reducing the potential for injury and ill health from our day to day activities.

The policy which shall be made available to all interested parties and members of the public upon request. This shall be implemented by adopting the following main principles:

Our Aims:

- The development and implementation of safe working systems and practices throughout all stages of manufacturing and all processes to reduce the likelihood of all incidents, throughout all areas of our operations.
- All undertakings shall be conducted in a safe manner to ensure, as far as reasonably practicable, that employees, contractors and visitors shall not be exposed to risk as a result of our activities.
- All work activities shall be carried out with compliance to all applicable legislation, statutory requirements and all other applicable standards.
- All personnel have a responsibility to work safely in line with statutory requirements and other appropriate standards to identify unsafe working situations. In such cases employees have the authority and duty to cease work until the situation has been investigated and rectified where necessary.
- A commitment to ensure all employees & contractors are trained, competent and authorized to carry out their work safely which is an essential part of effective safety management.
- Enforce non-negotiable, simple & straight forward Safety Golden Rules.



Colas South Africa will set health and safety objectives and targets that shall be regularly reviewed and revised. The aim is to achieve standards of occupational health, safety and welfare which exceed those solely necessary to meet legal requirements. We are committed to continual improvement of our occupational health and safety performance to ensure that best practices are implemented. The Directors of the company shall ensure that sufficient resources are provided to enable compliance with the policy.

Protecting the life and well-being of everyone in the workplace and on the road is our priority – The corner stone of our corporate culture.

Signed:

Ricardo Louw
Managing Director Colas South Africa

Date: *5 February 2024*