

SAFETY, HEALTH, ENVIRONMENTAL, RISK & QUALITY ("SHERQ")

Vision-Mission-Values-Policy

VISION

Confirming our position as the leader in our industry in the provision of turnkey demolition services of exceptional standard in terms of safety, health, the environment, risk and quality, thereby claiming the title of Africa's Premier Demolition Company.

MISSION

Committed to providing high value return to our customers in upholding our core values and best industry practices, whilst providing innovative and sustainable technical solutions.

VALUES

- Ethics:** Maintain the highest level of ethics, fairness and transparency in our interactions with our employees, each other, our customers, contractors, stakeholders and suppliers;
- Excellence:** Our business conduct, daily work and our staff conduct shall be carried out in a manner that shows professional excellence and exceed the client's expectation;
- Compliance:** We commit to fully comply with Safety, Health, Environment, Risk and Quality requirements and to create a safe and healthy working environment for our employees.

POLICY

Management specifically undertakes to:

1. Establish, implement, maintain, monitor, audit and review, the effectiveness of our integrated SHERQ system and our performance in terms of this policy and against the ISO 9001:2015, ISO 45001:2018 and NOSA CMB253 Standards;
2. Identify, evaluate and apply best practise hierarchy of controls to eliminate occupational SHERQ risks present on all our activities which may put the health and safety of our personnel, contractors, clients, visitors and community at risk;
3. Develop safe work practices to achieve zero harm to employees, the communities in which we operate, and the environment;
4. Comply with SHERQ legislation, associated regulations and applicable requirements relevant to our activities;
5. Set specific, measurable, attainable, relevant and time based objectives & targets aligned with the strategic direction of the Company;
6. Create awareness amongst employees with respect to their SHERQ obligations by upgrading skills, reviewing work practices and improving on the job communication;
7. Pursue continuous improvement through cost effective SHERQ performance specifications, education and training of SHERQ values, prevention of pollution, waste reduction, mitigating the risk of ill health, accidents and near miss incidents;
8. Ensure that all employees, contractors, interested parties and stakeholders are aware of our SHERQ policy and its contents by displaying it at the workplace and on the internet; and
9. We shall liaise with our stakeholders prior to commencing with project activities to identify risks that may have an adverse effect to the community, caused directly as a result of our activities.
10. Compel Management to take personal responsibility for matters relating to SHERQ.

We believe that with employee participation, consultation, individual commitment to safety and realigned focus across all spheres of the Company, we will lead our people home safely. Empowering our employees to take responsibility by complying with trusted SHERQ methods, systems and procedures, communicating the concept of "My Brother's Keeper" and by operating from a place of humility and respect for each other, we will grow from strength to strength.



Mr. Joe Brinkmann (Managing Director)
POL 4.1 Rev. 21, March 2020