

HEALTH AND SAFETY POLICY

Description of Organisation

WBHO (the Company) is primarily a construction company conducting business in the civil, building, roads, earthworks, mining sectors and is operating Plant and Machinery maintenance, as well as a services division.

1. Policy

Management regards the Occupational Health & Safety (OHS) of employees, contractors and other persons being affected by our operations to be of vital importance. Our primary objective is therefore to:

“Achieve and maintain the highest practicable level of Health and Safety control in all areas of the Company’s operations.”

To this end the Company will ensure that:

- a. risks and hazards shall be minimised to prevent any impact on its employees, contractors and other parties;
- b. adequate precautions are taken to prevent ill health, injuries, incidents, damage to its employees, contractors and other parties;
- c. the provisions of applicable legislation, as well as the Health & Safety Management System, are complied with; and
- d. there is reasonable protection of persons against ill health.

2. Occupational Health and Safety Objectives

To achieve our goals it is necessary to:

- 2.1 Train our employees in Occupational Health and Safety issues so as to:
 - ensure competence in the workplace;
 - be aware of the potential hazards implicit in their work activities; and
 - be aware of their scope of authority in terms of Occupational Health and Safety control.
- 2.2 Manage Occupational Health & Safety to acceptable standards.
- 2.3 Enforce Health & Safety measures with discipline in the workplace.
- 2.4 Protect the public and persons other than Company employees from Health and Safety hazards associated with our work.

Directors:

M.S. Wylie (Chairman) ● E.L. Nel (CEO) ● C.V. Henwood (CFO) ● J.P. Botha ● A.N.N. Matyumza* ● N.S. Maziya* ● N.S. Mjoli-Mncube* ● M.J. Ngobeni* (**Non-executive)

Company Secretary

S. Vally-Kara

3. Responsibilities

- 3.1 Achievement of these objectives is, and will be, the responsibility of all management structures.
- 3.2 Duties will further be assigned to Company personnel with the aim of managing Safety, Health and Environmental procedures.
- 3.3 The commitment of Management and Employees to these objectives will ensure high standards of Occupational Health & Safety control.