HEALTH, SAFETY & ENVIRONMENT POLICY

STATEMENT

The policy of the ALS Group of Companies is to develop and maintain a program for occupational safety, health and environmental affairs that will serve as a model for the industry. The focus of this program is on the prevention of, and protection against, injuries and illness, environmental pollution as well as the promotion of safe and healthful actions and attitudes. This will not only include all employees of the ALS Group of Companies, but also other individuals who may be affected by our facilities and operations including visitors, contract employees and people in the surrounding communities.

THE ALS GROUP OF COMPANIES

WILL AIM TO:

- **Comply** with statutory obligations.
- **Demonstrate** strong leadership and direction in environmental, health and safety matters.
- **Promote** the health and well-being of our people.
- **Ensure** a consistent approach to the management of environmental, health and safety matters in all working areas.
- **Educate** the workforce in risk management, as well as Health, Safety and Environmental principles.
- **Review** the Policy annually and make it available to all employees in the organisation.
- **Respect** the right of our people to work in an environment where risks are adequately controlled.
- **Measure** our environmental, health and safety performance.
- **Consult** and communicate with employees and stakeholders.

This model will be used to focus on the continuous improvement of our operations. This will be achieved by establishing an effective monitoring system to provide data that can be used to evaluate the program in terms of scope, appropriateness and effectiveness. This will include an annual evaluation to determine:

- if the program has met, or has made progress towards its goals and objectives
- if the policies and procedures are relevant and appropriate
- and if the policies, regulations, procedures and facilities continue to meet or exceed National Standards.

(CEO) JHH Janse van Rensurg

This Health, Safety and Environment Program shall meet or exceed all regulations and guidelines as outlined by national Legislation.