

HEALTH AND SAFETY POLICY

	NAME	DESIGNATION	DATE
Compiled	Chris Kapp	General Manager SHERQ	Feb 2016
Reviewed	Chris Kapp	General Manager SHERQ	Nov 2020
Reviewed	Cathie Lewis	Sustainability	Nov 2020
Approved		Executive Committee / Social and Ethics Committee	Nov 2020

1. PURPOSE

Grindrod recognises that the health and safety of our employees, contractors, and visitors is of paramount importance and cannot be compromised. As such, health and safety is one of our four Sustainability Pillars. Grindrod has a zero-tolerance approach towards breaches of our safety, health and security standards.

2. SCOPE

We strive to conduct our business responsibly in a safe and healthy working environment, taking care to protect and respect our employees, the environment and the communities in which we operate, in accordance with internationally recognised standards and good practice.

3. POLICY STATEMENT

We will maintain occupational health and safety management systems in accordance with the international standard ISO 45001:2018.

As part of our occupational health and safety management systems, we will do the following:

- Comply with all statutory health and safety obligations including the provisions of adequate supervision, information, instruction and training
- Implement and maintain appropriate procedures and management plans to identify, avoid and mitigate health and safety risks as well as promote continuous improvement of health and safety performance
- Establish clear targets and objectives on an annual basis to improve health and safety in the workplace
- Audit and report on such targets and objectives in a clear, concise and transparent manner
- Consult with employees on health and safety issues and commit to addressing reasonable concerns
- Develop a body of knowledge, based on learnings and best practice to be shared and expanded within the Group
- Investigate all incidents, implement corrective actions in a timely manner and ensure that injured persons receive the best possible medical care
- Provide, operate and maintain buildings, plant, equipment and systems of work that are safe and without risk to health and

- Supervise our contractors to ensure compliance with Grindrod requirements and work with them to improve their health and safety performance

4. RESPONSIBILITIES

Grindrod Management will visibly and consistently uphold the requirements of this Policy and integrate them throughout all Business Units, as part of further embedding a culture of a safe and healthy workplace. Senior Management will regularly review health and safety performance.

Every employee, irrespective of level of seniority is responsible to ensure a safe and healthy workplace. In this regard, all employees will be trained and held accountable for complying with the requirements of this policy and related standards, procedures, practices, instructions and rules.